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ABSTRACT

Report is made of activities of the World Confederation of Organizations of the Teaching Profession (WCOTP) for the year 1977. Included in the documentation are: (1) a report of WCOTP activities presented on behalf of the Executive Committee; (2) resolutions of the 26th Assembly of Delegates relating to the theme "Compulsory Education: Social Expectations" and nontheme resolutions; (3) WCOTP program and budget for 1978; (4) WCOTP constitution and bylaws; (5) financial statement; and (6) membership list. (MJB)

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WCOTP

ANNUAL REPORT

1977



U.S. DEPARTMENT OF HEALTH
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ANNUAL REPORT

1977

Including the formal documents
of the
XXVI Assembly of Delegates

Lagos, Nigeria
August, 3-10, 1977

WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION
5 avenue du Moulin
1110 Morges Switzerland

C O N T E N T S

REPORT OF WCOTP ACTIVITIES	
Presented on behalf of the Executive Committee	1
RESOLUTIONS	
Passed by the XXVI Assembly of Delegates	27
WCOTP PROGRAMME AND BUDGET FOR 1978	
Approved by the XXVI Assembly of Delegates	33
WCOTP CONSTITUTION AND BYLAWS	48
FINANCIAL STATEMENT	
Calendar Year 1976	59
WCOTP MEMBERSHIP LIST	
As of the XXVI Assembly of Delegates	66

Report of WCOTP Activities Presented on Behalf of the Executive Committee

PART A - DECISIONS TAKEN BY THE WCOTP EXECUTIVE COMMITTEE

The Executive Committee met on August 12 in Washington DC. The principal decisions were as follows:

(a) The Finance Committee for 1977 should be composed of: Mr. Killeen, Chairman; Mr. Ryor, Mr. Smith, Mr. Madsen and Mr. Adongo.

(b) The Sub-committee on the Constitution and Bylaws should be composed of: Mr. Madsen, Chairman; Mr. Fuentes, Mr. Hutchings, Mr. Labes.

(c) The Sub-committee on the Scope of Political Action and Defense of Human Rights should be composed of: Mr. Labes, Chairman; Mr. Hutchings, Chief Ezenwa, Mr. Wilshire, Mr. Fuentes, Mr. Daubard.

(d) The Recommendations of the Fifth Asian Council held in Seoul in July 1976 would be distributed to the Asian members with interim comments from the Executive Committee and further study at the mid-year meeting.

(e) Following a preliminary review to determine any urgent action, the 1976 Assembly resolutions would be studied more fully at the March 1977 meeting.

(f) The Constitution Sub-committee should meet in January.

(g) Some changes were made in the composition of the specialised committees, it being understood that a full review of the structure of the committees should be undertaken at the March 1977 meeting.

The Executive Committee met in Morges, Switzerland, March 18-22

preceded by meetings of the Finance Committee March 15-16, the Subcommittee on Political Action and Defense of Human Rights March 16, and the Sub-committee on the Constitution and Bylaws March 17.

The principal decisions were as follows:

(a) Russell awards would be awarded to: Niamkey Adiko, former President of WCOTP; Leo Fernig, retiring Director of the International Bureau of Education and a long time supporter of teachers' organisations within Unesco; Theophil Richner, retiring Secretary General of the SLV of Switzerland, for many years a member of the WCOTP Executive Committee and President of IFTA; Tai Si Chung, for many years a member of the WCOTP Executive Committee and Secretary General of the Korean Federation of Education Associations and a leader in the development of the WCOTP Asian programme.

(b) A working paper should be prepared for the next meeting of the Executive Committee concerning relations with the United Nations setting out: i) what can individual teachers and/or member organisations do? ii) what can members of the WCOTP Executive Committee do? iii) what can/should the WCOTP secretariat do? In the meantime, it was agreed to give full support to the International Year of the Child and to play an active role in the NGO programme.

(c) The proposed programme for 1978 should follow the general lines of that for 1977, account being taken of propositions and requests received from member organisations and/or put forward during the Executive Committee meeting.

(d) A memorandum on the promotion of bi-national and multi-national cooperation, prepared as a result of discussions which had been held at regional meetings since the 1975 Assembly, was approved for presentation to member organisations prior to the 1977 Assembly.

(e) Contacts should be actively developed with the European Trade Union Confederation. At the world level, relations should be maintained with all sectors of the international trade union movement in respect of issues of mutual concern.

(f) A summary of the status of all the specialised committees was drawn up and approved. It was agreed that: i) the major educational interests currently handled by specialised committees should be reviewed periodically by the Confederation as a whole, special sessions of the assembly being devoted to such interests when considered appropriate by the Executive; ii) continuing committees should be phased out, except in special circumstances, and replaced by a pattern of ad hoc committees appointed by the Executive Committee for specific tasks.

The proposals for each of the committees which were approved are:
Continuing Education - a seminar was planned to be held prior to the 1977 Assembly. A meeting of committee members would be held in Lagos with two or three members of the Executive. Decisions regarding future work would be taken at the March 1978 meeting of the Executive.

Early Childhood Education - Plenary discussions will be held at the 1977 Assembly with participation of committee members. A draft statement on early childhood education was circulated to all members. A meeting of the committee will be held in Lagos to propose possible activities following up on the statement. Following this, the committee will be terminated.

Equal Opportunity - This committee will not be continued because (a) the subject is an integral part of the overall work of the Confederation and (b) no clear definition of its role emerged from open meetings held at the 1975 and 1976 assemblies.

Technical and Vocational Education - A review will be made with members of this committee to determine if the original purpose of its establishment is still valid and a decision regarding its future will be made at the March 1978 meeting of the Executive.

Women in Education - A meeting of the members will be held in Lagos to prepare a draft statement of WCOTP policy. The statement will be discussed in plenary session at the time of the 1978 assembly and then the committee will be terminated.

(g) The proposed revised constitution, which had been presented to the Executive by the Sub-committee on the Constitution, was examined and it was agreed that an information session on the proposals would be held during the 1977 Assembly. The debate and voting on the amendments as such would take place at the 1978 Assembly.

(h) The Sub-committee on the Constitution would meet again in Lagos prior to the 1977 Assembly.

(i) A statement based on the report of the meeting of the Sub-committee on Political Action and Defense of Human Rights was approved as follows:

That for the time being, WCOTP (the Executive Committee and the secretariat) will continue to respond to and be concerned with any infringement of fundamental rights, both individual and collective, enshrined in the Universal Declaration of Human Rights.

The response will occur particularly when the infringements relate to educational matters and to the lives and status of teachers and pupils.

Responses will be made primarily to reports initiated by WCOTP's full member organisations, by organisations of teachers from a country in which WCOTP has no member, and by international

organisations and agencies of the UN. The nature of the response will be determined by the Executive Committee and/or the President and Secretary General.

The Executive Committee's Sub-committee on the Scope of Political Action and the Defense of Human Rights should continue to develop a statement on this matter and should report to a subsequent meeting of the Executive Committee.

(j) WCOTP would not send a representative to the conference of the International Teachers' Trade Union Cooperation Committee in Quebec (May 1977), but that observers from four full member organisations present would be asked to look out for the interests of WCOTP. The Executive noted that the ITTUCC is a committee of national, regional and international organisations. It felt that this leads to confusion in the status of the conference and especially of its conclusions. The Executive believed that this type of encounter is better organised by agreement amongst the international teachers' organisations.

(k) The recommendations of the Finance Committee to the 1977 Assembly were approved as were its recommendations to the Executive Committee.

(l) The study of the building project for the WCOTP International Teachers' Center should be pursued along the lines agreed at the 1976 Assembly and a further report presented at the next meeting of the Executive.

(m) The implementation of the 1976 Assembly resolutions were reviewed. Reports on action taken appear under the relevant headings of Part B of this Report.

(n) The Executive Committee as such should not take any position on the proposed constitutional amendment creating a position on the Executive Committee for the immediate past-President.

PART B - PROGRAMME DEVELOPMENT AND OTHER ACTIVITIES UNDERTAKEN DURING THE YEAR

This report on WCOTP activities and actions since the 1976 Assembly of Delegates in Washington DC is a summary of the highlights of a continuing process which endeavours to implement not only the programme determined by the Assembly, but also to respond to the changing needs and specific requests from the member organisations.

This section should be seen not only as a synthesis of past action but as a foundation from which to project the future image of the Confederation and to analyse the proposed programme for 1978

which is submitted to the Assembly in a companion document (A-2).

SEMINARS AND CONFERENCES

The Confederação dos Professores do Brasil held a national seminar in Porto Alegre, Brazil, 14 to 18 September 1977 under the auspices of the Confederation. This was a sequel to earlier seminars concerned with the role of state teacher organisations in the promotion of education and improved conditions of service for teachers and in the development of a strong national organisation to serve these same interests at the federal level. WCOTP was represented by Vice-President Thereza Noronha Carvalho who is also President of the CPB. Bilateral support for the project was provided through the cooperation of the National Education Association of the United States to the extent of US\$2,500.

The Eighth WCOTP European Conference was held in London from October 11 to 13, 1976. Host organisations were the National Union of Teachers, the Joint Four Secondary Associations and the National Association of Teachers in Further and Higher Education. Representatives of 28 full member organisations met in Hamilton House, the headquarters of the NUT. The work of the conference covered relations with inter-governmental bodies active in the European area and the European Trade Union Confederation, policy recommendations on issues of current importance to European teachers, and election of the European Committee for 1976-78. Policy recommendations, which had been drafted by the 1976 European Seminar and the European Communities Sub-committee, were studied by the Conference and adopted on the following subjects: teacher participation in educational policy making and planning, teacher employment, educational measures against youth unemployment, and teacher exchange. The Recommendations were published in English, French and Spanish. The European Committee held meetings before and after this Conference.

The WCOTP/COLPROSUMAH Seminar on Educational Reform in Latin America was held in Tegucigalpa from October 25-30, 1976. The host organisation was the Colegio Profesional Magisterial of Honduras. Apart from the representatives from the 73 local affiliates of COLPROSUMAH, participants attended from Aruba, Belize, Brazil, Costa Rica, Curaçao, El Salvador, Guatemala, Mexico, Panama, United States, Venezuela and the Confederation of American Educators. WCOTP was represented by Vice-President Thereza Noronha Carvalho, Executive Committee member José Ernesto Fuentes, Programme Consultant Fernando Hernandez Diaz and Secretary General John M. Thompson. The National Education Association of the United States assisted the seminar promotion to the extent of US\$2,000. Topics under discussion were: obstacles to educational reform, techniques for the realisation of educational reform, making effective use of teachers and students in

the process of educational reform, and how to make effective the solidarity of the Latin American educators. The recommendations were published in Spanish.

The Seminar on Teachers and Family Life Education was held in Bolgatanga, Ghana, November 8-13, 1976 organised with the joint co-operation of WCOTP, the International Planned Parenthood Federation (including a grant of SwF 52,261) and the Ghana National Association of Teachers. Over 40 participants attended from full member organisations in Nigeria, Ghana, Sierra Leone, Liberia and Gambia. Seminar director was Thomas Bediako, then GNAT Deputy Secretary General. The main objectives of the meeting were to focus attention on the family life education needs of young people and how teachers can help meet these needs, to generate among teachers' organisations an awareness of the relationship between family life and efforts to improve the quality of life in general, and to formulate the type of family life education which would be relevant to contemporary West African society. The report will be published in English.

The Seminar on the Role of Teachers' Organisations in Promoting the Philosophy and Concept of ASEAN (Association of South East Asian Nations) was held in Kuala Lumpur 13-17 December 1976 with the co-operation of the National Union of the Teaching Profession of Malaysia. It was attended by 30 teacher leaders from 11 teachers' organisations in Indonesia, Malaysia, Singapore and Thailand. Recommendations included: the setting up of a small task force to plan special meetings of ASEAN teachers' organisations; the ASEAN Secretariat could be urged to consider requests from representative teachers' organisations in ASEAN countries for financial assistance for projects designed to promote education about ASEAN; teachers' organisations should make efforts to see that information on the ideals and activities of ASEAN are included in courses in teacher training institutions; teachers' organisations are urged to promote public education about the principles and activities of ASEAN through their own publications and through approaches to the controllers of the mass media. The report has been published in English.

The National Teachers' Association of Liberia, in cooperation with WCOTP and the Svenska Facklärarförbundet of Sweden (including a grant of US\$4,000) held a Seminar on Rural Home Economics Education in Greenville, Sinoe County, from 12-19 February 1977. The Seminar brought together participants from the nine counties of Liberia plus teachers from Gambia, Sierra Leone and Sweden. The programme, which was organised by Florence Ricks-Bing, President of the NTAL, concentrated on five topics: New developments in food preparation and nutrition, teachers and family life education, home economics and rural development, innovative techniques in handicrafts, and home economics in the struggle against ignorance, poverty and disease.

The first national Seminar on Meeting Dynamics: Planning National and International Meetings was held at the University of Ibadan, Nigeria, 27 March to 2 April 1977. The purpose of the meeting was to provide an opportunity for experienced teacher leaders to up-grade their organisational skills and to sharpen leadership techniques as well as to pass on to colleagues what they have learned. Forty state wing leaders of the Nigeria Union of Teachers attended. The seminar director was Gabriel O. Falade, Assistant General Secretary of the NUT. One resource person was Elizabeth Bouey-Yates, Manager of the Office of Conventions of the National Education Association of the United States which contributed her travel costs to Nigeria. The other resource person was WCOTP Assistant Secretary Raymond J. Smyke.

The WCOTP/SNEC Seminar on Home Economics as a Factor in Development was held in Ségou, Mali, from March 27 to 31, 1977 in cooperation with the Syndicat National de l'Education et de la Culture of Mali. Fifty participants attended from Benin, Ivory Coast, Mauritania, Mali, Senegal, Togo, Upper Volta and from the International Federation for Home Economics, the International Federation for Planned Parenthood and the Office of Food and Applied Nutrition of Senegal. Kléber Viélot of the WCOTP Secretariat served as coordinator assisted by Mrs. Sira Diop of SNEC. Financial assistance was provided by the IPPF (US\$12,000), the Canadian Teachers' Federation (SwF 11,351) and Unesco (US\$ 2,500). Specific objectives of the meeting were: to review the role which home economics plays in the improvement of daily life and national development; to encourage the promotion of home economics in a changing world; and to draw up programmes for home economics for the future and to determine the means for their application, especially in rural areas. The report was published in French.

The Caribbean Seminar on the Role of Teachers' Organisations in a Developing Society took place in Basseterre, St. Kitts, from 14 to 19 April 1977. Organised in cooperation with the St. Kitts Teachers' Association and the Caribbean Union of Teachers, the Seminar was the most representative gathering ever held of teachers' organisations in the Caribbean. Sixty-five representatives attended from Anguilla, Antigua, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Island, Curaçao, Dominica, Grenada, Guyana, Jamaica, Montserrat, St. Kitts, St. Lucia, St. Vincent, and Trinidad and Tobago. One of the participants from each organisation was assisted by a special grant of Can\$ 3,500 from the Canadian Teachers' Federation. Subjects discussed in plenary sessions dealt with how teachers' organisations can cooperate with governments in promoting educational change and how, in today's rapidly changing conditions, teachers' organisations can strengthen themselves, enhance the status of their members, protect their rights and become effective

agents of change by promoting education for national progress and international cooperation. The Hon. F.C. Bryant, Minister of Education, Health and Social Affairs, led one of the discussions. The Seminar was opened by H.E. Sir Probyn Innis, Governor of St. Kitts, Nevis and Anguilla. Coordinator was L.H. Horace Perera of the WCOTP secretariat, assisted by officers of the St. Kitts Teachers' Association.

The WCOTP European Seminar on Early Childhood Education was held in Pau, France, from April 20 to 24, 1977. Forty participants attended from 10 countries. The host organisations was the Syndicat National des Instituteurs (SNI-PECG) whose International Secretary and member of the WCOTP Executive Committee, René Labes, served as coordinator. Financial assistance was given by the Council of Europe which was represented by an observer. Discussions were concentrated on the following aspects of early childhood education: social and educational role, training of early childhood teachers, integration of handicapped children in early childhood education, conditions of service of early childhood teachers. The text of the seminar conclusions will be available at the 1977 Assembly during which a plenary session will be devoted to early childhood education. The conclusions will also be submitted to the next European Conference to be held in October.

The International Seminar on Social Security of Teachers was held in San José, Costa Rica, from 16 to 21 May 1977. The Asociación Nacional de Educadores (ANDE) of Costa Rica served as host organisation and its President José Ernesto Fuentes, who is also a member of the WCOTP Executive, was the coordinator. WCOTP was represented also by Vice-President Thereza Noronha Carvalho and Programme Consultant Fernando Hernando Hernandez Diaz. The meeting was addressed by the Minister of Education, Fernando Volio Jiménez. Seminar discussions centered on the welfare of the worker and employment policy, allowances, housing, credit unions, life insurance, retirement provisions, and cooperatives. Participants attended from Argentina, Belize, Costa Rica, Curaçao, El Salvador, Guatemala, Honduras, Panama, Paraguay, United States, Venezuela and the Confederation of American Educators (CEA). The promotion of the Seminar was facilitated by a US\$2,000 grant from the United States National Education Association.

The Sixth Asian Regional Conference was held 16-20 May 1977 in cooperation with the Philippine Public School Teachers' Association in Baguio, Philippines with the theme, "Today's Schools for Tomorrow's Needs". One hundred and twenty-nine delegates attended from national teachers' organisations in 23 Asian countries. The Hon. Juan O. Emmanuel, Secretary of Education and Culture, opened the conference. WCOTP Vice-President Motofumi Makieda welcomed the delegates on behalf of WCOTP. WCOTP President Wilhelm Ebert spoke at one of

the plenary sessions, urging that teachers should be initiators of educational change and noting that the most effective changes would be those in which "the best traditions of the past can be preserved and enhanced with modern innovations". WCOTP Executive Committee member John E. Smith also participated. The coordinator was WCOTP Special Assistant for Asia, L.H. Horace Perera. The Conference was preceded by a workshop on "Matters of Trade Union Concern to Teachers". In addition to learning about trade-unionism in the Philippines, the 30 representatives from 22 national teachers' organisations discussed implementation of the Unesco/ILO Recommendation Concerning the Status of Teachers. A report on both conferences will be published in English.

The first session of the WCOTP Institute for Teacher Organisation Development was held from June 5 to 25, 1977 in a study center at Chouilly, near Geneva. The programme provided for 11 nominees from member organisations in developing countries to live at the residential center. Participants attended from Korea, Nigeria, Malaysia, Indonesia, Brunei, Bangladesh, Kenya, Fiji, Grenada, Gambia, and Trinidad and Tobago. The programme, which was directed by Thomas A. Bediako, General Secretary of the Ghana National Association of Teachers, assisted by Raymond J. Smyke, Assistant Secretary of WCOTP, treated a variety of topics under the following main headings: the nature of teachers' organisations, education - a political reality, relations with employers, maintaining an effective organisation, services to members, and future activities. Day-long programmes were arranged by the International Labour Office and the International Bureau of Education (Unesco) in Geneva. The project was financed by WCOTP and through a grant of Can. \$25,000 from the Canadian International Development Agency, with the support of the Canadian Teachers' Federation.

In addition to its meetings before and after the Eighth European Conference, the European Committee met in Morges January 31 to February 1 and on June 9 in Paris. The members discussed relations with inter-governmental bodies and the studies being conducted on working conditions and teachers' salaries and teacher education. In connection with teacher education, the Sub-committee on this subject met March 28-29 at the headquarters of the European Communities in Brussels and a larger meeting was held May 10-11, also in Brussels.

RELATIONS WITH INTER-GOVERNMENTAL ORGANISATIONS

The long-established and close cooperation with the United Nations Educational, Scientific and Cultural Organisation (Unesco) was continued through correspondence, participation in meetings (see below, WCOTP Representation at International Meetings), visits of secretariat staff to Unesco House, circulation of information about Unesco activities of interest to WCOTP members, and involvement

of members in Unesco activities through contracts.

In addition to circular letters and press releases, news items about Unesco were published in the newsletter Echo for which a subvention of US\$6,500 was given by Unesco for 1977. On the occasion of the 30th anniversary of Unesco, a summary of its activities in education was published in Echo.

WCOTP worked on two Unesco projects with the other three international teachers' organisations: the International Federation of Free Teachers' Unions (IFFTU), the World Confederation of Teachers (WCT), and the World Federation of Teachers' Unions (FISE). One is a joint paper on "The Problem of Information at the National and International Level which is Posed by the Improvement of Educational Systems" which was written for the 1977 International Conference on Education to be held in September. This action fulfils recommendations of two of the 1976 Assembly resolutions, that concerning the application of the Unesco/ILO Recommendation Concerning the Status of Teachers which called for, in part, securing the right of teachers to full and free access to educational information, and that concerned with cooperation amongst international teachers' organisations. The other project is a study on the status of non-teaching personnel in the educational system, which will be concluded next year.

Unesco contributed, under contract, to the Seminar on Home Economics as a Factor in Development, in Africa which was mentioned above under "Seminars and Conferences". The contract under which WCOTP made a study on drug problems and drug education in African schools was completed during the year. Another study, which was initiated last year under contract with Unesco, dealt with the application of the systems approach to education.

In connection with the Sixth WCOTP Regional Conference of Asian Teachers' Organisations held in Manila in May, a contract was signed with Unesco for developing ways of implementing in the Asian region the Unesco Recommendation concerning education for international understanding, cooperation and peace and education relating to human rights, and fundamental freedoms. Resulting from discussions at the conference, a report containing practical suggestions on these questions will be submitted to Unesco.

WCOTP continued to support the International Educational Reporting Service of the International Bureau of Education in Geneva by acting as a clearing house for information from and to member organisations.

Regular contact was maintained with the International Labour Organisation. A 13-member delegation attended the 62nd International Labour Conference held in Geneva from 1 to 22 June. The WCOTP statement stressed topics of concern to teachers' organisations. The draft text presented, which will eventually lead to an international

instrument on Freedom of Association and Conditions of Employment in the Public Service, was found by the Secretary General to be open to misinterpretation and suggestions were made in the Workers Group for its modification. Emphasis was also placed on issues of human rights in the future ILO programme.

At the request of the Japan Teachers' Union, the Confederation asked the ILO Committee on Freedom of Association to defer consideration of its pending case. WCOTP complaints relating to Benin and St. Vincent continue to be studied by the Committee.

In contacts with both Unesco and ILO, continuing attention is being given to the application of the Recommendation Concerning the Status of Teachers, as urged in the 1976 Assembly resolution on this subject. In addition, the importance of the Recommendation has been called to the attention of the United Nations Development Programme and the World Bank, as requested in the resolution.

The 1976 Assembly resolution with regard to Israel and the United Nations resolution of November 1975 was conveyed to the Secretary General of the United Nations.

With the Organisation for Economic Cooperation and Development (OECD) regular contacts have been maintained both to inform members concerned of developments in OECD's educational work and to introduce the teachers' organisation viewpoint. In pursuance of the recommendation from the meeting of members in OECD countries held at the time of the 1976 Assembly, a detailed paper on relations with OECD and its operations was prepared and sent to all member organisations in OECD countries. In addition to visits by staff members of the Confederation to OECD headquarters, WCOTP observers attended, and will continue to do so in future, a series of working group meetings on early childhood education convened by the OECD's Center for Educational Research and Innovation (CERI). Plans have been laid for a consultation between OECD/CERI and WCOTP member organisations which will be held in Paris in November.

Cooperation with the Commission of the European Communities has continued to develop. WCOTP convened a meeting of its EC Subcommittee on continuing and teacher education March 28 and 29. This meeting drafted a recommendation on the implications for teacher education of measures to assist pupils in the transition from education to working life. This draft was the major item on the agenda of the Meeting on Teacher Education which was held in Brussels May 10 and 11. The basic working paper for the meeting was related to a study carried out for WCOTP by Francis Cammaerts, President of the National Association of Teachers in Further and Higher Education of England and Wales, on the situation of teacher education and in-service education in the nine EC countries, with reference to the preparation of young people for the world of work. This

study was assisted by a grant from the EC. On March 29 a WCOTP delegation met with Alan Bath, Head of Directorate A for Education and Training; External Relations in Research, Science and Education and Pat Daunt, Principal Administrator. The Confederation was represented by its Secretary General, John M. Thompson; Thomas Rehula, Special Assistant; Jean Daubard, Secretary General of IFTA; and André Drubay, Secretary General of FIPESO. Special attention was given to improved machinery for cooperation, based on a letter sent to the Chairman of the Education Committee of the Council of Ministers seeking the establishment of a consultative council of national teachers' organisations.

RELATIONS WITH INTERNATIONAL AND NATIONAL NON-GOVERNMENTAL BODIES

It is the policy of the Confederation to try to develop closer harmony among the programmes of the principal international teachers' organisations. A greater degree of unity at the international level is considered as important as at the national level if teachers are to have sufficient influence on the work of intergovernmental organisations. International understanding between peoples from varying ideological systems, one of the other aims of WCOTP, can also be furthered through these relations.

As mentioned above, WCOTP officials met in Geneva and in Paris with officials of the International Federation of Free Teachers' Unions (IFFTU), the World Confederation of Teachers (WCT), and the World Federation of Teachers' Unions (FISE) to compose a joint paper for the 1977 International Conference on Education to be convened by Unesco/IBE in September. In addition, three meetings were held in preparation for the International Meeting on Teacher Education in Europe to be held in November 1977 in Copenhagen. This joint endeavour is the first of its kind ever to be held, and it is hoped that this will be an initial step towards the establishment of a more permanent relationship between the four international organisations as called for in one of the resolutions of the 1976 Assembly. The Secretary General attended the XI Statutory Conference of FISE which was convened in Moscow June 27 to July 1.

WCOTP has continued to maintain cordial relations with the Confederation of American Educators (CEA) whose headquarters is in Mexico. CEA sent observers to two WCOTP seminars held in Latin America during the year.

The Confederation has maintained continuing friendly relations with the All Africa Teachers' Organisation.

CONSTITUENT FEDERATIONS

Continuous contact was maintained with the International Federation of Teachers' Associations (IFTA) and the International

Federation of Secondary Teachers (FIPESO). The IFTA 1977 congress took place from July 25 to 28 in Montreux, Switzerland. The subjects discussed were: support for teachers in their difficult task and problems of teacher employment. The FIPESO congress held in Amsterdam, Netherlands, from July 25 to 29 had as its themes: education and employment of young people; and regulations, conditions of service and salaries of secondary teachers. In addition to WCOTP representation at these meetings, Thomas Rehula of the secretariat attended the IFTA Executive meeting in October. André Drubay, Secretary General of FIPESO, attended the Unesco expert meeting on educational and vocational guidance which was held in Paris in September and the ILO Conference in June.

WCOTP REPRESENTATION AT INTERNATIONAL AND NATIONAL MEETINGS

- International Reading Association, Congress, 17-19 August 1976, Singapore. P. Maideen.
- Unesco expert meeting on educational and vocational guidance for girls and women, 6-10 September 1976, Paris. S. Wood.
- Unesco symposium on the contribution of persons other than teachers to education in the perspective of life-long education, 13-17 September 1976, Paris. A. Drubay.
- Unesco expert meeting on drug abuse in schools, 13-17 September 1976, Lomé, R. Chaudhri.
- World Teaching Project, University of Keele, 15-17 September 1976, Keele. R. J. Smyke.
- Nordic Confederation of Pre-school Teachers conference, 16 September 1976, Esbo, Finland. T. Rehula.
- Council of Europe symposium on teaching of modern languages in primary schools, 20-25 September 1976, Holte, Denmark. J.-J. Maspero.
- Commonwealth regional seminar on technical education and industry, 28 September-7 October 1976, Hong Kong. M.C. Fong, J. Chan.
- Council of Europe NGO liaison committee meeting, 4-5 October 1976, Strasbourg. J.E. Madsen.
- Canadian Teachers' Federation Project Overseas evaluation seminar, 20-24 October 1976, Ottawa. J.M. Thompson.
- International Federation of Teachers' Associations Executive Committee meeting, 20-23 October 1976, Paris. T. Rehula.
- Asociación Nacional de Educadores de Costa Rica Congress, 20-23 October 1976, San José, T.N. Carvalho.
- Unesco General Conference, 26 October-30 November 1976, Nairobi. A. Adongo, D. Mulindi, J. Kisaka, K. Bushan, K. Viélot.
- Danmarks Lærerforening Congress, 4 November 1976, Copenhagen. W. Ebert
- Hong Kong Teachers' Association annual conference, 6 November 1976. L.H. H. Perera.
- Syndicat National des Instituteurs et PEGC international symposium, 8-9 November 1976, Paris. T. Rehula.

- Société suisse des professeurs de l'enseignement secondaire, annual conference, 13 November 1976, Baden. T. Rehula.
- Commonwealth regional seminar on low-cost science equipment, 16-26 November 1976, Nassau. D. Gasgoigne.
- International Council of Women Pan-African Seminar, 29 November-3 December 1976, Freetown. G. Larsson-Utas.
- Council of Europe symposium on a system for awarding professional diplomas, 30 November-1 December 1976, Strasbourg. J. Fournier.
- Council of Europe colloquy on human rights, 1-3 December 1976, Strasbourg. T. Rehula.
- Council of Europe symposium on pre-school education for migrant children, 6-11 December 1976, Berlin. U. Lofgren, E. Gasser, S. Ogay.
- Unesco-NGO seminar on the new economic order, 6-10 December 1976, Paris. K. Viélot.
- Unesco meeting of experts on methodology of curriculum reform 6-11 December 1976, Paris. J.M. Thompson.
- National Union of the Teaching Profession of Malaysia general meeting 8-10 December 1976, Malacca. L.H.H. Perera.
- Swiss National Commission for Unesco, séminaire européenne sur la mesure des effets économiques et sociaux de l'inégalité des niveaux d'instruction, 14-16 December 1976, Sigriswil. T. Rehula.
- Kenya National Union of Teachers annual conference, 16-18 December 1976, Kisumu. W. Ebert.
- Commonwealth Council for Educational Administration third regional conference, 11-18 January 1977, Dacca. G. Chaurasia.
- Conference of NGOs with consultative status with Council of Europe, 24-25 January 1977, Strasbourg. J.E. Madsen.
- Unesco regional meeting on environment education for Europe, 27-31 January 1977, Esbo, Finland. B. Laurell.
- Australian Teachers' Federation annual conference, January 1977, Melbourne. J. Smith.
- Unesco committee of experts to prepare draft convention on recognition of diplomas in European and Arab countries bordering the Mediterranean, 23-27 February 1977, Paris. J. Petite.
- Council of Europe réunion sur la formation de base, 28 February-1 March 1977, Strasbourg. J. Fournier.
- Unesco NGO symposium on literacy and life-long education, 9-11 March 1977, Paris. F. Ricks-Bing.
- Association of Assistant Mistresses annual meeting, 11-12 March 1977, London. W. Ebert.
- Council of Europe symposium on early childhood education, 20-26 March 1977, Bournemouth. K. Lie.
- National Union of Teachers annual conference, 8-13 April 1977, Eastbourne. J.M. Thompson.
- Union mondiale des organisations pour le sauvegarde de l'enfance, 12-16 April 1977, Montreux. C. Jaccard.

International Reading Association regional conference, 14-16 April 1977, Paris. J. Daubard

Commonwealth Secretariat regional seminar on in-service teacher education, 19-28 April, 1977, Barbados. H. Joseph.

Council of Europe sectoral meeting on education, 26 April 1977, Strasbourg. T. Rehula.

Council of Europe NGO Liaison Committee meeting, 27 April 1977, Strasbourg. T. Rehula.

Yukon Teachers' Association, Annual General Meeting, 7 May 1977. J. Killeen.

Council of Europe meeting on basic training, Strasbourg, 9-11 May 1977. J. Fournier. C. Huard.

Sveriges Lärarförbund congress, 23-26 May 1977, Stockholm. T. Rehula.

International Labour Conference 63rd session, 1-22 June 1977. Geneva. J.M. Thompson, L.H.H. Perera, T. Rehula, K. Viélot, A. Drubay, J.J. Maspero, A. Rochat, Y. Rial, H. Ueda, H. Höglund, D. McAvoy, J. Huezard, M. Mischler.

Opening of Japan Teachers' Union building, 3 June 1977, Tokyo, A.A.O. Ezenwa, L.H.H. Perera.

National Association of Teachers in Further and Higher Education, 4-6 June 1977, Harrogate. J.M. Thompson.

International conference of trade unions against apartheid in South Africa, 10-11 June 1977, Geneva. L.H.H. Perera, K. Viélot.

Svenska Facklärarförbundet assembly, 20-23 June 1977, Stockholm. J.M. Thompson.

World Federation of Teachers' Unions (FISE) XI Statutory Conference, 27 June-1 July 1977, Moscow, J.M. Thompson.

Symposium of NGOs in consultative relations with Unesco, 14-17 June 1977, L.H.H. Perera.

Meeting on International Year of the Child in consultative status with ECOSOC, 27-28 June 1977, New York. L.H.H. Perera.

Syndicat National des Instituteurs (SNI-PEGC) assembly, 29 June-1 July 1977, Nancy. W. Ebert, K. Viélot.

National Education Association of the United States convention, 2-7 July 1977, Minneapolis. J. Killeen.

Canadian Teachers' Federation annual conference, 12-15 July 1977, Ottawa. J. Killeen.

Japan Teachers' Union congress, 14-17 July 1977, Tokyo. W. Ebert.

International Federation of Teachers' Associations congress, 25-28 July 1977, Montreux. T. Rehula, K. Viélot.

International Federation of Secondary Teachers congress, 25-29 July, Amsterdam. J.M. Thompson.

PROMOTION OF BI-NATIONAL AND MULTI-NATIONAL COOPERATION

A one-day workshop on bi-national and multi-national cooperation was held immediately following the 1975 Assembly of Delegates in Berlin. It recommended, and the Executive Committee agreed, that

a) the Executive Committee of WCOTP study the establishment of an office of cooperative programmes within the WCOTP Secretariat to extend the services provided for members in this field; b) The Executive Committee prepare alternative proposals for the establishment of an office of cooperative programmes for circulation to member organisations including both those with potential needs and those with potential resources for presentation to the Assembly of Delegates in 1977.

The Secretariat prepared a basic working paper on "Cooperative and solidarity services" which set out (a) potential needs and potential resources and (b) five options in respect of organisational patterns to promote the matching of the needs and the resources. This paper was discussed at a series of regional meetings covering most of the member organisations - Regensdorf, Switzerland; Fiji; Lomé, Togo; Barbados; Seoul, Korea; and Tegucigalpa, Honduras.

The principal conclusions of the discussions at these regional gatherings show marked similarity:

1. The organisations in developing countries seek through WCOTP the cooperation of their colleagues in developed countries in the provision of:
 - a) financial resources for national projects
 - b) specialist consultants
 - c) opportunities for study abroad in organisational matters, short-term and longer-term
2. The majority of the organisations in the developed countries are willing to help by releasing personnel who are specialists in organisational matters or in recruiting such people among their members and in providing short-term "internships": but they are not willing to allocate funds for international programmes over and above their membership dues to WCOTP.
3. A number of organisations in developed countries will provide funds directly for projects and/or support WCOTP requests to their national foreign aid agencies.
4. Actions to promote bi-national and multi-national cooperation are an integral part of the regular programme of WCOTP and should not be the responsibility of a separate office established for this purpose.
5. If funds permitted, it would be good to increase technical assistance to promote and coordinate increased action in promoting bi-national and multi-national cooperation but it would be inevitable that all personnel concerned with regional programmes would have to be involved in view of their long-term experience in the areas and the impossibility of any coordinator knowing

sufficiently well all regions.

Within the same period of time, the Secretariat has been working to increase provisions for international and national projects through non-budgetary funds. In particular, it was noted by the Executive Committee at its March 1977 meeting that in addition to on-going programmes.

- a) in 1976, funds from extra-budgetary sources provided project assistance to the extent of SwF 250,000 (compared to SwF 95,000 in 1975)
- b) the Svenska Facklärarförbund of Sweden had accepted a significant commitment to aid programmes in Africa and, together with the Sveriges Lärarförbund, is supporting a major WCOTP request to the Swedish foreign aid agency (SIDA) for a training programme in Africa.
- c) the Canadian foreign aid agency (CIDA) had granted to WCOTP with the support of the Canadian Teachers' Federation, half of the funds needed for a pilot Institute for Teacher Organisation Development which, if successful, could lead to a major training programme being promoted nationally and internationally with multi-national outside assistance.

It was recognised by the Executive Committee that although final projects may be financed through outside assistance, with minimal use of funds from the regular budget of WCOTP, all these projects involve considerable staff time which is not re-financed. Furthermore, not all projects prepared by the Secretariat gain the desired degree of support - and sometimes have to be abandoned entirely.

The Executive Committee agrees that with an additional senior staff member much more could be done to promote bi-national and multi-national cooperation (and, in fact, other WCOTP programmes). However, it was not clear what would be the results in terms of increased assistance for programmes either in respect of volume related to staff time expenditure or direct relevance to the basic purposes of WCOTP.

Short of such a major step as a new senior staff appointment, and the attendant allied costs, the Executive Committee considered that services could be improved if budget provision were to be made in 1978 and subsequent years for all or any of the following:

- a) increased technical assistance, especially in the secretarial and editorial fields

- b) more travel to potential donor organisations/countries for fundraising purposes
- c) short-term consultancies for project preparation and submission for financial support.

Provision has been made in the 1978 draft budget for expenditure under this heading of SwF 40,000, SwF 25,000 being allocated to staff and SwF 15,000 to other expenses.

It was recognised that if the Assembly preferred the alternative of a senior staff member and attendant costs it would be necessary to revise the 1978 budget.

The Executive Committee recommends that the 1977 Assembly of Delegates adopts the proposal outlined in the preceding paragraphs.

CONSULTATION WITH MEMBERS AND FIELD REPRESENTATION

Personal contacts between members of the Executive Committee, the secretariat and leaders of national teachers' organisations are very important. During the year such visits have been promoted to keep representatives of the Confederation in close touch with national developments and to enable the organisations to learn more about international developments in education. In this way, the Executive Committee ensures that the programme and policy of the Confederation responds to the wishes of its members. The following outline of travel programmes carried to 54 countries indicates the scope of this year's consultation programme. The countries are: Australia, Botswana, Brazil, Cameroon, Canada, Costa Rica, Denmark, England, Fiji, Finland, France, Gambia, Federal Republic of Germany, Ghana, Honduras, Hong Kong, India, Indonesia, Ireland, Israel, Ivory Coast, Japan, Kenya, Lesotho, Liberia, Madagascar, Malawi, Malaysia, Mali, Netherlands, Niger, Nigeria, Papua New Guinea, Philippines, Portugal, Republic of South Africa, Sabah, Sarawak, Senegal, Singapore, Spain, Sri Lanka, St. Kitts, Swaziland, Sweden, Switzerland, Taiwan, Thailand, Togo, United States, Upper Volta, USSR, Zaire, Zambia.

The President, Wilhelm Ebert, accompanied by Mrs. Ebert, Vice-President Motofumi Makieda and Secretary General John M. Thompson and Mrs. Thompson, visited the Soviet Union as guests of the Union of Educational and Scientific Workers from 30 September to 7 October 1976. The delegation went to Moscow, Leningrad and Tbilisi. A report on this visit was sent to members as a press release and it was a lead story in *Echo*. Mr. Ebert attended the congress of the Danmarks Laererforening in Copenhagen in November. In December Mr. Ebert was a guest of the Kenya National Union of Teachers where he attended their annual conference in Kisumu from the 16th to the

18th. He addressed the conference on its theme "Education for Life", and presented the KNUT with a plaque in recognition of the Union's contribution to national educational development and international cooperation highlighted by the 1973 WCOTP Assembly held in Nairobi. In February Mr. Ebert visited the several teachers' organisations in Madagascar. From there he proceeded to the Republic of South Africa from 19 to 28 of February in fulfilment of his commitment made at the 1976 Assembly. He was accompanied by Assistant Secretary, Raymond J. Smyke and officers of the African Teachers' Association of South Africa (ATASA). He visited every major centre in the country and spoke with many teachers' groups of all races. A detailed report of the President's impressions of the visit was sent to members and it was reported in Echo. Following this, they continued to Lusaka, Zambia. In March 1977, Mr. Ebert was a guest at the annual meeting of the Association of Assistant Mistresses in London. In April Mr. Ebert was a guest of the Israel Teachers' Union and the Israel Secondary Teachers' Union. In May, he took part in the WCOTP Asian Regional Conference held in the Philippines. At the end of June Mr. Ebert attended the annual congress of the Syndicat National des Instituteurs (SNI-PEGC) of France in Nancy. From there he continued on a trip to Asia where he met with members in Sri Lanka, Hong Kong, Republic of China (Taiwan), and Japan.

Members of the Executive Committee have represented the Confederation in various ways throughout the year. Vice-President Motofumi Makieda visited the Soviet Union in October as a member of the delegation described above. Vice-President Thereza Noronha Carvalho took part in seminars (described above) held in Tegucigalpa in October and in San José in May on behalf of WCOTP. Also, in May, she went to Brasilia where she was joined by the Secretary General to discuss plans for the 1979 Assembly. In October she attended the congress of the Asociación Nacional de Educadores of Costa Rica. Ambrose Adongo was a WCOTP observer at the Unesco General Conference in Nairobi in November. A.A.O. Ezenwa attended the opening of the Japan Teachers' Union building in Tokyo in June. José Ernesto Fuentes participated in the seminar in Tegucigalpa and also that in San José hosted by his own organisation, the Asociación Nacional de Educadores of Costa Rica. James Killeen travelled to St. Vincent in the West Indies the 8 to 12 November at the request of the St. Vincent Union of Teachers to determine in what ways the Confederation could assist the Union in a dispute with the government. He was accompanied by St. Elmo Gopaul, General Secretary of the Caribbean Union of Teachers. Mr. Killeen also represented WCOTP at the annual convention of the United States National Education Association and the Canadian Teachers' Federation in July and the annual general meeting of the Yukon Teachers' Association in May. René Labes organised the European Seminar on Early Childhood Education held in Pau, France, in April. Jens Erik Madsen attended several Council of

Europe meetings which are listed in the section "WCOTP Representation at International Meetings" in addition to meetings of the WCOTP-ETUC Working Group and the European Committee. John E. Smith represented the Confederation at the annual conference of the Australian Teachers' Federation held in Melbourne in January.

The Secretary General, John M. Thompson, went to Paris in September for a meeting with representatives of WCT, IFFTU and FISE to draft the joint paper which was prepared for the International Conference on Education to be held in September 1977. Mr. Thompson was invited by the Canadian Teachers' Federation to attend its Project Overseas evaluation seminar which was held in Ottawa in October 1976. Following this meeting, he travelled to Tegucigalpa, Honduras, to take part in the WCOTP/COLPROSUMAH Seminar on Educational Reform in Latin America. (This meeting is noted above under "Seminars and Conferences".) On his return to headquarters, Mr. Thompson visited St. Kitts to discuss arrangements for the Caribbean Seminar on the Role of Teachers' Organisations in a Developing Society which was hosted by the St. Kitts Teachers' Union the following April. In addition, the Secretary General stopped in Paris to attend a meeting of the WCOTP-ETUC (European Trade Union Confederation) working group with the European Teachers' Trade Union Committee (ETTUC) on November 4. Later in November he made the first official WCOTP visit to the Federación de Trabajadores de la Enseñanza del Estado Español in Madrid and Sevilla, accompanied by Thomas Rehula of the secretariat. In December the Secretary General met again in Paris with representatives of the other four international teachers' organisations. During the same week he attended the Unesco Meeting of Experts on Methodology of Curriculum Reform, also in Paris. In April Mr. Thompson attended the annual conference of the National Union of Teachers of England and Wales, which was held Easter weekend and later in the month he participated in the WCOTP European Seminar held in Pau, France, which was noted above. At the end of May, Mr. Thompson visited Brasilia, accompanied by Vice-President Thereza Noronha Carvalho, to continue planning for the 1979 Assembly which will be held in that city. At the beginning of June he went to Harrogate, England, to attend the annual conference of the National Association of Teachers in Further and Higher Education. From June 20 to 23 Mr. Thompson attended the annual congress of the Sveriges Facklärarförbundet in Stockholm. From 26 June to 1 July he was in Moscow to attend the XI Statutory Conference of the World Federation of Teachers' Unions. At the end of July he went to Amsterdam to take part in the FIPESO congress.

Assistant Secretary Raymond J. Smyke travelled to West Africa in November. He visited the Nigeria Union of Teachers to discuss plans for the 1977 Assembly and then went to Ghana, Liberia and Sierra Leone. In Ghana, Mr. Smyke worked at the Seminar on Teachers

and Family Life Education, which took place in Bolgatanga, November 8 to 13. (This meeting was described above in the section "Seminars and Conferences"). In Liberia and Sierra Leone, he met with leaders of the National Teachers' Association of Liberia and the Sierra Leone Teachers' Union, respectively. At the end of February and beginning of March Mr. Smyke accompanied President Ebert on his trip to the Republic of South Africa and Zambia, which was mentioned above. Later in March Mr. Smyke went to Nigeria to conduct the Seminar on Meeting Dynamics which was held in Ibadan in cooperation with the Nigeria Union of Teachers and the National Education Association of the United States. (This meeting was described above.) In April Mr. Smyke visited the offices of the International Planned Parenthood Federation in London to discuss future projects and then proceeded to Paris to discuss environment education programmes with the people concerned at Unesco Headquarters. In June Mr. Smyke planned and participated in the first WCOTP Institute for Teacher Organisation Development held near Geneva.

Klêber Viêlot, Special Assistant for Africa, went to Nairobi, Kenya, in October to represent WCOTP at the Unesco General Conference. During the same trip he went to Madagascar to visit the various teachers' organisations there and then went to Kinshasa, Zaire, to discuss cooperative programmes with the Fédération Nationale des Enseignants du Zaire. In February and March Mr. Viêlot visited teachers' organisations in Zaire, Cameroon, Togo, Ivory Coast, Upper Volta, Niger, Mali and Senegal. In Ségou, Mali, he served as a coordinator for the Seminar on Home Economics as a Factor in Development, described above. In June Mr. Viêlot served as WCOTP-ILO Liaison Officer, coordinating the WCOTP delegation to the International Labour Conference which took place in June in Geneva.

Thomas Rehula, Special Assistant, in addition to attending the national and international meetings listed above, served as coordinator of the Eighth European Conference in October and of the meetings of the European Committee and the various Sub-committee meetings held throughout the year. In November Mr. Rehula visited teachers' organisations in Spain and Portugal. In April he served as staff coordinator for the European Seminar on Early Childhood Education held in Pau, France. On several occasions Mr. Rehula met with personnel responsible for education at the Council of Europe in Strasbourg, the Organisation for Economic Cooperation and Development in Paris, and the European Communities in Brussels to discuss teacher organisation involvement in their work and also their contribution to the work of WCOTP.

L. H. Horace Perera, Special Assistant for Asia, made an extended trip to Asia from the end of October until the end of December. He visited member organisations in Sri Lanka, Thailand,

Hong Kong, Philippines, Papua New Guinea, Indonesia, Singapore, Sarawak, Sabah and Malaysia. Particular events being planned were the 1977 Regional Conference in the Philippines, the 1979 Pacific Regional Conference in Papua New Guinea and the 1978 Assembly in Indonesia. In Malaysia, Mr. Perera assisted at the WCOTP Seminar on the Role of Teachers' Organisations in Promoting the Concept of ASEAN which is described above in the section "Seminars and Conferences". In May, Mr. Perera went to Baguio, Philippines, to work at the WCOTP Regional Conference, described above. On his return he visited Hong Kong and represented the Confederation at the inauguration of the new Japan Teachers' Union building in Tokyo. At the end of June Mr. Perera represented WCOTP at the NGO meeting on the International Year of the Child in New York.

Muletambo Mubita, Consultant for African Programmes, based in Lusaka, Zambia, travelled to Swaziland, Lesotho and Botswana in October. Following completion of his two-year contract with WCOTP on June 30, Mr. Mubita has indicated his wish to devote himself to national affairs.

Dr. Donald M'Timkulu made his third visit to southern Africa on behalf of WCOTP. He visited teachers' organisations and Ministry of Education personnel during the months of May and June.

Aloysius Mathews and Robert T. Harris, Sub-Regional Assistants for Asia, participated in the WCOTP Asian Regional conference held in the Philippines in May.

The Confederation paid travel expenses for two leaders of the Fédération Nationale des Enseignants et Educateurs Sociaux of Zaire to visit the Kenya National Union of Teachers to study their administration.

PUBLICATIONS

Since the 1976 Assembly, four eight-page issues of the newsletter *Echo* have been published. The total number of language editions was 9, being handled as follows: English, French and Spanish from headquarters; Chinese from Taipei; German from Zurich; Greek from Athens; Japanese from Tokyo; Korean from Seoul; and Thai from Bangkok. In addition to the editor, John M. Thompson at the secretariat, assisted by Mario Cerutti, the editors of the other editions are: Chen-Tsu Wu (Chinese), Leonhard Jost (German), T. Haralambides (Greek), Hiroshi Yoshida (Japanese), Su Un Song (Korean), Prapat Saengwanit (Thai). A grant of US\$10,000 was received from the Guide Foundation for the production of four four-page supplements to *Echo* on subjects pertaining to the United Nations. The total circulation for each printing was approximately

90,000.

The 1976 Annual Report was published in English, French and Spanish.

The Proceedings of the XXV Assembly of Delegates was produced as a single edition in which each intervention was presented verbatim in the language in which it was given. Languages other than the official WCOTP languages were translated into one of them.

The 1977 Calendar was printed in English, French and Spanish and featured 25 years of WCOTP action to serve national teachers' organisations.

Thirty press releases were written and sent out in English, French and Spanish to all members, plus non-member organisations, individuals and other international bodies.

The Directory of Member Organisations was published, each entry in the language in which it was submitted to the secretariat.

The Recommendations of the European Conference, London, 10-14 October 1976, were published in English, French and Spanish.

The Recommendations of the Seminar on Educational Reform in Latin America, Tegucigalpa, 25-30 October 1976, were published in Spanish.

The Report of the Regional Conference, Banjul, The Gambia, 17-25 April 1976, was published in English.

The Report of the European Seminar on Teacher Participation in European School Policy Making and Planning, Luxembourg, 4-9 May, 1976, was published in English and French.

The Report of the Second Southern Africa Regional Conference, 19-24 September 1974, was published in English.

The Report on the Pilot Seminar on Environment Education Methodology in East Africa, Mombasa, 27 August - 4 September 1974, was published in English.

The Report of the Asian Regional Seminar and Fifth Asian Council, Seoul, 16-23 July 1976, was published in English.

The Report of the Seminar on the Role of Teachers' Organisations in Promoting the Philosophy and Concept of ASEAN, Kuala Lumpur, 13-17 December 1976, was published in English.

The Report of the WCOTP/SNEC Seminar on Home Economics as a Factor in Development, Ségou, Mali, 27-31 March 1977, was published in French.

CRISIS SITUATIONS

Syndical

The Confederation assisted the St. Vincent Union of Teachers (an affiliate of the Caribbean Union of Teachers) in its struggle with the Government by sending Executive Committee member James Killeen to visit the island November 8 to 12, 1976, accompanied by St. Elmo Gopaul, General Secretary of the CUT. They met with Union members, officers and with the Minister of Education. Mr. Killeen reported to the WCOTP Executive Committee meeting in March and his recommendations, which were adopted, were: to provide continuing legal assistance in relation to the dispute and in the development and registration of a revised constitution, to press the case regarding infringement of trade union rights with the International Labour Office, and to remain in close contact with the officers of the association in order to monitor developments.

In February 1977, the Confederation wrote a letter to the President of Argentina presenting requests on behalf of the Confederación de Trabajadores de la Educación de la República Argentina (CTERA). The letter noted the long history in Argentina of educational legislation designed to serve the essential partnership between educational authorities and teachers. Thus CTERA was particularly disturbed at the non-application of the Estatuto de Docente (Teachers' Statute). In April WCOTP contributed US\$400 towards the cost of a new office for CTERA after they were forced to abandon their previous office. In May WCOTP sent a cable to the President of Argentina asking him to intervene in the case of the disappearance of Juan Carlos Comínguez, former Deputy Secretary of the CTERA Executive Board.

In El Salvador the office of the Asociación Nacional de Educadores Salvadoreños (ANDES 21 de Junio) was broken into in February by security police, much was destroyed and the Secretary General and Finance Secretary were arrested for some hours. Apart from protesting at the action of the authorities, the Confederation made a contribution to the organisation to aid in the restoration of their office.

Political

The Confederation has continued to follow closely the situation in Chile and that facing Chilean unionists abroad. The report

which had been made by the President and Secretary General on their visit to Chile in January 1976 was requested for reprinting by the United Nations Commission on Human Rights for its meeting at the end of 1976 in Geneva. The Confederation sought funds to assist a teacher leader to leave Chile so that he could take up work abroad; his travel costs were provided by the British Columbia Teachers' Federation. WCOTP made a grant of SwF 1,500 to a member of the Sindicato Unico de Trabajadores en Educación (SUTE) in exile to enable a Chilean teacher representative to attend the General Conference of Unesco held in Nairobi. In addition, a WCOTP statement was made to the Conference, special reference being made to the position of the Unesco Regional Office in Santiago which was the subject of a 1976 Assembly resolution. In May the Confederation sent a letter to the meeting of the Unesco Executive Board regarding the situation of teachers in Chile. Also in May the Secretary General sent a cable to the Head of Government of Chile protesting the deprivation of Chilean citizenship of Humberto Elgueta, Secretary General in exile of SUTE.

After learning that the General Secretary, Kassahun Bisrat, and three colleagues of the Teachers' Association of Ethiopia had sought refuge in Sudan, WCOTP offered assistance through the Sudan Teachers' Trade Union. Mr. Bisrat made a full report on the situation and in expressing his thanks said, "We are beginning to realise the democratic and non-political nature of WCOTP. We are also observing the difference between WCOTP and other similar international organisations. The lesson we have drawn so far is that WCOTP has a broader zone of tolerance for differing ideological views and WCOTP is a free democratic organisation ready to promote the causes of all international movements and struggles for democracy, peace, progress and labour union rights. That is why TAE could count on the ready and immediate support of WCOTP whenever it is in difficulty, despite its withdrawal from affiliation to WCOTP". In response to the TAE appeal, WCOTP filed a complaint with ILO for contravention of trade union freedoms, and it will continue to monitor the situation.

Special Assistance to Members

The Australian Teachers' Federation and the New Zealand Educational Institute contributed money which they collected from their members to the African Teachers' Association of South Africa to aid in the reconstruction of their Soweto office which was destroyed in the riots last year.

SPECIALISED ACTIVITIES

The International Association of School Librarianship (IASL) held its sixth annual conference July 28 to August 2 at the University of Ibadan, Nigeria. The theme was "School Libraries and

Cultural Involvement in Developing Countries".

The International Council on Education for Teaching (ICET) held its annual congress July 29 to August 2 in Lagos. The theme was "Education for Development: Imperatives for Teacher Education". On August 2 a joint session was held with WCOTP.

The International Council on Health, Physical Education and Recreation (ICHPER) held its annual congress in Mexico City, 18 to 24 July.

The International Reading Association (IRA) will conduct a meeting open to all Assembly participants in Lagos on August 8.

The International Federation for Home Economics (IFHE) participated in the WCOTP Seminar on Home Economics as a Factor in Development held in Mali in March.

The Committee on Continuing Education held a seminar in conjunction with the leadership development conference organised by the Nigerian Adult Education Council August 1 to 3 in Ibadan.

The Committee on Early Childhood Education will meet August 4 to review the recommendations on early childhood education which were circulated to member organisations earlier in the year and formulate future WCOTP policy in this field.

The Committee on Participation of Women in Education will meet August 4 to prepare a draft statement of WCOTP policy on the basis of the conclusions of the meeting held at the 1976 Assembly.

ASSEMBLIES

The 1977 Assembly, being held in Lagos, Nigeria, August 3 to 10, was organised in cooperation with the Nigeria Union of Teachers. The theme study on "Compulsory Education: Social Expectations" includes 34 replies from members in 29 countries. The synthesis was prepared by John E. Smith, WCOTP Executive Committee member from New Zealand.

The 1978 Assembly will be held in August in Jakarta, Indonesia, and is being organised in cooperation with the Persatuan Guru Republik Indonesia (PGRI).

Resolutions

Resolution relating to the 1977 Theme

"COMPULSORY EDUCATION: SOCIAL EXPECTATIONS"

1. Compulsory Education

This 26th Assembly of the World Confederation of Organizations of the Teaching Profession (WCOTP) believes that:

- 1.1 It is the inherent right of the youth of the world to participate in a free education system.
- 1.2 Education must be compulsory for all because it is easy to deny such education on the grounds of economic conditions, geographic isolation, mental, physical or emotional disability, sex, race, creed or any other grounds for inequality.
- 1.3 In this sense the term "compulsory" is interpreted to mean not only that it is mandatory to attend school, but that universal educational provisions must be made available to all children.
- 1.4 Educational systems must not only include the teaching of necessary basic skills but also include social skills. In addition to an introduction to work skills there must be provision for re-education and life-long learning.
- 1.5 Universal compulsory education will not be achieved until there is an informed parent community and properly trained teachers.
- 1.6 The wealth of the world must be harnessed to enable all nations to provide free compulsory education.

2. Social Expectations

This Assembly also believes that:

- 2.1 The educational system of a country being directly influenced by the political, social, economic and cultural environment of its people, the universal compulsory education system must respect the rights of the children as set out in the United Nations' Declaration of the Rights of the Child.

- 2.2 All educational systems must provide every child with compulsory educational programmes that include the basic elements of human rights, respect for others, social justice for all and at the same time be sufficiently flexible to help all students to adjust to the continuing changes taking place in the world of today and that unknown tomorrow.
- 2.3 An understanding of the cultural differences and similarities of social and ethnic groups within a country must be a part of all educational programmes.
- 2.4 It is important that teachers and their organizations, fully aware of their responsibilities, continue to influence the values and expectations of society, and it is essential that the teacher's right to question and debate these matters freely and openly be guaranteed.
- 2.5 It is equally important that teachers and their organizations be full participants in the setting of all educational goals and the means for their attainment.

A. The Role of WCOTP in Compulsory Education

The Confederation recognises that it is in a position to influence governments to further promote, extend and modify their educational systems through activity within international organizations, both governmental and non-governmental.

This Assembly therefore recommends that WCOTP should:

- a) intensify efforts for the full implementation of the Declaration of the Rights of the Child.
- b) continue to pursue vigorously the implementation of the Unesco/ILO Recommendation concerning the Status of Teachers.
- c) encourage its member organizations to promote measures that will lead to lasting peace and international cooperation.
- d) urge the preservation of cultural heritages and the recognition of national differences as a decisive factor in the social expectations of nations without their being used as an excuse for political crises.
- e) play a leading role in the organization and promotion of activities related to the International Year of the Child.

B. The Role of the Teachers' Organization in Compulsory Education

Positive action by strong teacher organizations will continue to foster in their respective countries policies for strengthening the compulsory educational system within that country.

This Assembly therefore recommends that teacher organizations should:

- a) press for the recognition and promotion by governments of the recommendations on the Rights of the Child and the Status of Teachers.
- b) promote activities which advance the cause of peace and freedom.
- c) promote and advocate educational programmes within their respective countries that reflect the values, cultures and languages of all ethnic groups within their nations.
- d) take all steps possible to ensure the maximum investment in education by governments.
- e) promote the equality of opportunity for education for all children of the nation.
- f) take all steps possible to influence both governmental and community attitudes towards education.

C. The Role of the Individual Teacher in Compulsory Education

The teacher has a significant position within society as a part of the educational system and as a citizen of influence within the community.

This Assembly therefore demands that all teachers should have the right to

- a) speak out not only within their organizations but also within the community for the basic rights of the child and status of teachers.
- b) instill in all youth an appreciation of the principles of peace and international understanding as well as respect for individual and collective fundamental human rights.

- c) take every step within their means to influence the community's attitude in support of education, to maintain the free compulsory educational system and to press for its extension.
- d) make every possible effort to discuss educational objectives and concerns with students, parents, colleagues and members of the community.

D. Recommendations for Action

We, the delegates to this 1977 Assembly, call upon:

- a) all member organizations to supply the Secretariat with an account of the steps taken by their organizations to further the Resolution on Compulsory Education agreed to by this Assembly.
- b) the Executive of WCOTP to present to the 1978 Assembly a report of their actions taken to implement the 1977 Theme Resolution and a summary of the reports of the member organizations.

NON-THEME RESOLUTIONS

FURTHER DIRECTIONS FOR EXPANSION OF WCOTP MEMBERSHIP FOR GREATER INTERNATIONAL REPRESENTATION

This 26th Assembly of WCOTP reiterates the 1976 endorsement of WCOTP actions in the past in seeking to unite the teachers of the world for common purposes.

The Assembly reaffirms its total commitment to work for the establishment of a single international organization which will bring together all teachers throughout the world.

In view of this fundamental belief in the prime and urgent goal of seeking teacher cooperation on matters of mutual interest, this Assembly commends the efforts of the Executive and the Secretariat for the considerable advances achieved in the past year in establishing joint policy papers and machinery for on-going consultations for cooperation with IFFTU, WCT and FISE.

These successful initiatives auger well for the future and lead to a consideration of the establishment of contacts with and representation of teachers from countries not involved in any international association.

Consequently, this Assembly requests the Executive Committee to:

- (i) examine ways and means whereby mechanisms of contact and representation can be established initially or developed further with teachers' organizations of such countries;
- (ii) continue to seek to have observers present at the Assembly from countries not involved in any international organization;
- (iii) report to the 1978 Assembly on the outcome of its activities in connection with this resolution.

THE SITUATION IN CHILE

The 26th Assembly of Delegates of WCOTP, Lagos, Nigeria, August 1977, expresses its continuing concern at the denial of human and trade-union rights in Chile and reaffirms its determination to work in Chile as in all other countries of the world for these rights and for freedom of association.

The Assembly protests to the Government of Chile at the confiscation of the goods and property of teachers' unions which have existed for many years and at the denial of their right to continue to operate.

The Assembly regrets the fact that the Ministry of Education of Chile has failed to respond to repeated requests by WCOTP for information concerning reported detentions of teachers despite the assurances given to the President and General Secretary of WCOTP that such information would be provided.

The Assembly deplores the action of the Government of Chile in denying Chilean nationality to leaders of the Central Unica de Trabajadores currently in Paris including in particular Humberto Elgueta, former President of the Sindicato Unico de Trabajadores de la Educacion (SUTE). It considers the explanations furnished by the Government of Chile on this issue unsatisfactory and unacceptable.

The Assembly urges the Government of Chile to accord to the teachers and citizens of Chile the right to freedom of association, to the reestablishment of their trade-unions and to the enjoyment of all the basic human rights.

THE SITUATION IN SOUTH AFRICA

Recalling the declaration of the 22nd Assembly of Delegates in Nairobi in 1973 expressing WCOTP's total oppositon to the continuation of apartheid, the 26th Assembly, Lagos, Nigeria, August 1977, declares its unqualified abhorrence of all forms of racial discrimination and especially of apartheid as practised in the Republic of South Africa.

The Assembly considers that it is essential for WCOTP to maintain contacts with teachers in the Republic of South Africa who share this position in order to prevent the isolation of the educational community as such isolation would weaken the international campaign against apartheid.

The Assembly expresses its solidarity with the African Teachers' Association of South Africa and pledges its support to ATASA in its efforts to promote equality in education.

WCOTP Programme and Budget for 1978

OVERALL CONCEPTION OF THE PROGRAMME

1. The programme of the Confederation is designed to translate into action the principles and policies determined by the Assembly of Delegates and to meet the contemporary needs of the member organisations.
2. As an international organisation of teachers, the Confederation is dedicated to the cause of teachers, the promotion of their viewpoint, the defence of their interests and the advancement of their status.
3. As an independent political force, the Confederation seeks to promote equality of opportunity through education, quality in education, economic security and the protection of civic and human rights.
4. The Confederation recognizes that education is one aspect of the complex of social, cultural, economic and political relationships which make up society and that teachers represent one sector of the society, all sectors of which have concern for the development of education in accordance with social priorities and individual fulfilment. The Confederation believes, however, that teachers have a particular role to play in educational policy determination and its implementation because:
 - a) they have a profound knowledge and experience of the educational needs of the children and of the life of educational institutions;
 - b) no educational reform or innovation can be effective without the support and collaboration of teachers;

- c) decisions taken about education affect the conditions of service of the teaching profession.

5. The Confederation is concerned equally with the promotion of international understanding and peace and with the defence of civic and human rights in a world in which the potential for misunderstanding and conflict are as evident as ever and in which the denial of civic and human rights is as prevalent as ever.

6. The Confederation recognizes that the practical application of universally accepted principles will vary in time and place. It recognizes the realities of the contemporary world and the divergent interpretations placed on international declarations by national bodies. In this spirit, the Confederation respects the right of all its member organisations to their own policies and viewpoints and seeks to provide a framework within which teachers of all creeds and races may find the opportunity to work together for international cooperation and peace despite their differences.

7. The Confederation is opposed to all forms of discrimination, be it on the basis of race, sex, political or religious views of parents, economic circumstance, or social or cultural background.

8. The Confederation is not allied with any international ideological forces, be they religious or political, and opposes extremist or exclusive tendencies from whatever sources. The Confederation serves education and teachers on a totally independent basis, thus being in a position to unite the representative national bodies of teachers, regardless of their philosophies. In so doing, the Confederation expresses its unique character.

9. The programme which follows is designed to serve these ends. The activities listed are those projected at the present time. Additional or alternative projects may be promoted to meet new or changing circumstances. As in the past, sufficient flexibility will be maintained to enable WCOTP to respond to the needs of member organisations at the most appropriate moment.

10. The proposals put forward are related in the major headings of the Budget at the end of the document and in the Report of the Finance Committee. The Finance Report and this programme should be read in conjunction. The Budget itself is subject to change by the 1977 Assembly of Delegates to meet its wishes in regard to programme.

INTERNATIONAL ACTIVITIES

International representation

11. The basic aim of international representation is to ensure that the voice of the teacher is heard wherever and whenever education or conditions or service are discussed by inter-governmental bodies at the world and regional levels or by non-governmental bodies whose work is related to that of the Confederation.

Relations with intergovernmental bodies

12. Measures will be taken to increase the participation of teachers' representatives in the work of intergovernmental bodies directly or indirectly concerned with education and/or conditions of service of teachers. Special attention will be given to the work of the United Nations and its specialised agencies in a spirit of strong support for their aims and objectives and of constructive criticism when appropriate.

13. The objective of this involvement will be to influence the work of the intergovernmental organisations in the directions sought by teachers and to keep national teachers' organisations fully informed as to their work, especially in regard to the implications for national educational development and the conditions of service of teachers. Such participation is considered essential if the national goals of the member organisations are to be complemented by effective international action. The cooperation of national member organisations will be necessary in the promotion of appropriate surveys to ensure that the representations made by the Confederation are backed up by adequate evidence.

14. In respect of Unesco, the Confederation will continue its support for the Director General's stress on the contribution of the Organisation to the resolution of major world problems. Relations in the coming year will focus on (a) increased action by Unesco and its member states on the application of the Organisation's decisions in the field of human rights, international understanding and peace, (b) increased facilities for professional participation by teachers' representatives in programmes for educational development as a corollary to teachers' support for educational change, (c) support for specific programmes of basic concern to the Confederation such as improvements in the status of women and (d) improved informational services within the educational sector as sought in the Joint Paper prepared for the 1977 International Conference on Education by the four international teachers' organisations. The Confederation will be represented by a strong delegation at the Unesco General Conference to be held in

Paris in October-November 1978.

15. The Confederation will pursue its cooperation with the International Labour Organisation, especially in regard to conditions of work, workers' education and the application of the ILO Conventions in regard to freedom of association and the right to negotiation. Special attention will be given in the coming year to the work currently in process on the rights of public servants which will lead to a Convention and Recommendation being presented for adoption at the 1978 International Labour Conference. The main emphasis of ILO work to date has been in regard to non-teaching personnel and the main role of the Confederation is to protect teachers' interests in relation to the general application of the provisions of the projected Convention/Recommendation. In particular, the Confederation will insist on the need for teachers to be accorded the same rights as other workers if effective machinery does not exist for the resolution of disputes or if such machinery breaks down - as spelt out in article 84 of Recommendation Concerning the Status of Teachers and reinforced by the Joint Unesco-ILO Experts' Committee on the Application of the Recommendation.

16. In regard to both Unesco and ILO, pressure will be maintained for the application of the Recommendation concerning the Status of Teachers, making particular use of the report of the Joint Expert Committee which was published in 1976.

17. As far as concerns other specialized agencies of the United Nations or other groupings within its framework such as UNICEF and the Commission on Human Rights, WCOTP will cooperate with them in any appropriate activities to further its overall objectives. The Confederation will urge its member organisations to cooperate in the promotion of the work of the United Nations at the national level and to give increased support to its humanitarian efforts and its programmes designed to build a better world and to fight ignorance, poverty and disease.

18. The Confederation will work for increased teacher participation in the work of the Organisation for Economic Cooperation and Development (OECD) and its Centre for Educational Research and Innovation (CERI), as the basis of the recommendations of the special meeting on OECD matters held during the 1976 Assembly of Delegates. The application of this policy will be pursued through regular contacts with the OECD Secretariat and through general consultations amongst member organisations in OECD countries, the first of which is projected for Paris in late 1977.

19. Relations with regional intergovernmental bodies will be pursued in like manner and will be referred to in specific cases

within the framework of the regional programmes outlined below.

Cooperation with international non-governmental organisations

20. The Confederation will cooperate with international non-governmental organisations concerned with education and teachers in order to strengthen its impact in international representations to inter-governmental bodies. Such cooperation will be fostered both with individual organisations with whom the Confederation shares specific concerns and with groupings of NGOs such as those associated with Unesco and the Economic and Social Council. Within this framework the Confederation will seek to play a major role in the promotion of NGO action in support of the International Year of the Child in 1979.

21. Continuing efforts will be made to harmonize the actions of the international teachers' organisations, with particular reference to the International Federation of Free Teachers' Unions (IFFTU), the World Confederation of Teachers (WCT) and the World Federation of Teachers' Unions (FISE). Following the successful adoption of a Joint Paper for the 1977 Unesco/IBE International Conference on Education, the focus in 1978 will be on joint action with Unesco in the definition of the role and status of non-teaching personnel in the education sector. Following the experience of the joint International Meeting on Teacher Education in Europe to be held in November 1977, it is hoped to pursue further the goals set out in the 1976 Assembly resolution calling for the establishment of a joint committee of the four organisations.

Clearing House Activities and International Projects

22. The Secretariat will respond to requests for information from member organisations on an international or a comparative national basis and will assist individuals seeking assistance as far as possible. It is considered to be one of the essential functions of the Secretariat to be the service agency to which member organisations can turn whenever they seek international information to assist them to take action on the national level. The Confederation serves equally as an information centre for U.N. agencies and other bodies seeking the benefit of its experience in international educational affairs.

23. As and when required, international studies will be promoted in the interests of the national membership. In particular in 1978, the theme study will be carried out in preparation for the 1978 Assembly on "The Teaching Profession in the World of Tomorrow".

24. A major need affecting all regions which has been made manifest in recent years is training of middle-level leadership and the development of technical skills on the part of officers and officials of national teachers' organisations in developing countries. On the basis of the experience gained during the pilot project held in Chouilly near Geneva in June 1977, it is hoped to develop an expanded programme for the WCOTP Institute for Teacher Organisation Development. The success of this programme will depend in large measure on the ability of the Confederation to raise external assistance which it is hoped to do with the cooperation of member organisations in developed countries.

25. Measures will be taken to strengthen the role of the Confederation in the promotion of bi-national and multi-national cooperation amongst member organisations on the basis of the recommendations of the Executive Committee to the 1977 Assembly of Delegates. Within this framework, the Confederation will continue to cooperate in 1978 with the national member organisations in Canada, Sweden and Switzerland who are currently involved in bi-lateral programmes in the field of in-service training, organisational development and educational improvement.

Publications

26. Continuing importance will be given to the news releases issued by WCOTP to make its activities more widely known. On the basis of the successful experience of recent years the releases will be designed both to inform members in a succinct form of major developments and to present this information in a usable form for reproduction by member organisations through their journals or otherwise.

27. Echo will continue to be published four times per year in order to convey to a wider audience the major elements of the WCOTP programme and actions. It will also carry information regarding significant developments in the work of other international bodies or national organisations. It will be distributed in particular to branches of national members, outside organisations interested in education, and individuals in a position of influence. The cooperation of member organisations will be sought to improve the distribution machinery in the year ahead.

28. Continuing attention will be given to the placement of information regarding the work of the Confederation in national educational publications. Member organisations are urged to cooperate in this effort, in particular by requesting articles and/or news items on matters of special interest to their members.

29. The Proceedings of the Assembly will be published in one volume in the original language of the speakers, verbatim rather than condensed. The Annual Report will comprise basic reference documents such as the membership list, the constitution, etc.

30. Seminar reports will be published in the languages of the projects themselves. It is hoped to give them wider distribution than in the past as many of the issues considered in one particular region are of equal interest in other areas of the world. The final statements, conclusions or recommendations of all seminars will be published in English, French and Spanish and sent to all member organisations for their information.

REGIONAL ACTIVITIES

31. The regional programmes reflect degrees of variation in the emphasis placed on the application of the overall principles and policies of the Confederation, related to the historical and cultural background of each region. The advice of regional groupings of member organisation such as the European Conference and the Asian Council is taken into account, as well as the views of independent regional bodies such as the All Africa Teachers' Organisation (AATO) and the Confederation of American Educators (CEA).

Africa

32. The programme activities of WCOTP in Africa change from year to year to reflect new conditions on the continent. However, it is clear that in some instances change is faster than in others. The teachers' organisations with an established base of full-time staff, a steady income and a regular programme of professional activities tend to become stronger with each passing year. This is due mainly to good leadership and sensitivity to the needs of society. They have recognised that teachers in developing countries have a very large role to play in nation building. As the largest educated group in the community, society expects more from teachers than a narrow occupational outlook. The Confederation seeks to further the formulation of this emerging concept by supporting meetings on the teachers' role in national development.

33. Under this heading, all aspects of the role of a teachers' union are studied with special attention to what the union can do for the country. Since only a strong union can take on new tasks, the process of strengthening goes on all the time, parallel to meetings dealing with specific themes of contemporary importance as early childhood education, literacy, vocational training, family life, environment, home economics. A teachers' organisation which

involves its members in such fields is contributing to national development. In this context, national seminars will be held on these and similar topics in 1978 in both French-speaking and English-speaking Africa.

34. A second area of concentration will be on assistance to poor and endemically weak organisations to enable them to become stronger. In some cases, such developments are not encouraged by governments who are apprehensive of strong unions. Thus innovative ways must be used to achieve results. These include the use of consultants both from the region and elsewhere, efforts to convince the authorities of the benefits of working closely with teachers' organisations and the widespread holding of local meetings of teachers during the course of tours of rural areas.

35. Underlying all of this work, whether professional or trade union in nature, is the key work of training. Training has become the main thrust of the Confederation's efforts - short professional seminars, trade union courses, consultant services. The provision of these services depends in large measure on the degree of bi-national and multi-national support which the Confederation can obtain through its member organisations. Based on past experience, the amount included in the budget for African programme projects must be looked upon as only about one-fourth of what is likely to be expended in 1978 thanks to support offered by member organisations and sought by them from their governmental foreign aid agencies.

36. The Confederation will re-double its efforts in 1978 to cooperate with regional organisations such as the All Africa Teachers' Organisations, the Organisation of African Trade Union Unity, the Association for Teacher Education in Africa and the Union of Science Teachers' Associations of Africa.

37. The Confederation will organise in 1978 a joint meeting of representatives from English- and French-speaking teachers' organisations as a follow-up on the consultation of French-speaking General Secretaries held in Lomé, Togo, in March 1976 and the meeting of English-speaking General Secretaries to be held in Kenya in late 1977.

Americas

38. The Confederation's programme area "the Americas" comprises three distinct entities - North America, the English-speaking Caribbean, and the Spanish- and Portuguese-speaking countries. On these divisions are transposed those of the large countries with federal structures (United States, Canada and Brazil, for example) and the smaller units of Central America and the Caribbean. The

needs in each are different and the programme of WCOTP must accommodate thereto.

39. The largest sector in terms of numbers of countries and organisations is that of Latin America. Most of the Latin American countries have developed patterns of society which have concentrated power in the hands of an élite with a much larger peasant and worker sector subject to the first group. Much is heard outside of Latin America of "revolutions", but in many cases they represent changes of power within the élite sector and are changes of government rather than fundamental changes in society. In most countries, the teaching community represents a force between the two main blocks, élite in the same sense that they are educated, but seeking real social change for the benefit of the broad mass of people rather than palliatives or compromises designed to maintain the basic structure of society and to head off real revolution. Believing that social change must precede true educational change, many of the teachers' organisations have adopted political stands which might seem out of context in other areas of the world.

40. Thus a major role of the Confederation is to support national teachers' organisations in their efforts to promote social change within the national context and to develop their internal strength so that they are the better able to respond to the needs of their members. To this end, national seminars and expert consultancies will be arranged on request from member organisations.

41. A continuing concern in regard to the programme in Latin America is the Confederation's response to crisis situations as and when they arise. The Confederation is not concerned directly with the politics of the situation but with the protection of the rights of the national teachers' organisations, whether members of the Confederation or not. By responding to such situations in a positive manner - by statements of support, protests to the authorities, despatch of a representative for purposes of review or expression of solidarity and/or financial assistance (even if limited in scope) - the Confederation not only plays a role in the specific situation but is seen by the teachers in the whole area as a living organism concerned with their welfare.

42. In this context, the Confederation will continue to act in regard to the situation facing teachers in Chile and those who have been required to leave the country for political reasons. Equal attention will be given to the problems faced by national teacher organisations in other countries where member organisations and other national teacher organisations with whom the Confederation cooperates are affected by political crises and seek the material and moral support of their colleagues in other lands.

43. A major programme of official visits to national teachers' organisations, members and non-members of the Confederation, is planned for 1978, involving in particular the President and Executive Committee members from the region. The basic aim of these visits will be to know in greater depth the particular problems of the national teachers' organisations and to explain to them the ways and means of action by the Confederation within the often delicate national political situation. Active cooperation will be maintained with the Confederation of American Educators (CEA) to further the mutual interests of the two confederations.

44. Within the framework of the WCOTP Institute for Teacher Organisation Development, it is planned to hold two training programmes in the region in 1978 - the one for the Spanish- and Portuguese-speaking members and the other for the English-speaking Caribbean teachers' organisations. Each will be of three to four weeks duration and will cater for 15 to 20 officers and officials of national teachers' organisations.

45. The Confederation will cooperate with the Caribbean Union of Teachers (CUT) in the development of contacts amongst the teachers' organisations of the diverse islands and territories with special attention for the needs of the smaller units. In regard to the situation currently obtaining in St. Vincent, the Confederation, in cooperation with the CUT, will assist the St. Vincent Union of Teachers (SVUT) with legal aid and the presentation of its case to the ILO and with the development and registration of a revised constitution to strengthen its national position.

46. As far as North America is concerned, the prime objective of the programme of the Confederation is to support the international programmes of the national teachers' organisations of Canada and the United States and to provide clearing house services for the national and state/provincial teachers' organisations in regard to educational development overseas.

Asia

47. Within the vast area of Asia and the Pacific, stretching from Iran to Western Samoa and from Japan to New Zealand, there are clearly a wide variety of national situations to which the Confederation is called upon to respond. Promoting the unity of the area is one dimension: serving the sub-regional needs of varying cultural and political groupings is another. To help the development of this widespread programme, the Asian Council (comprising one member from each member organisation) has been recognised as the advisory body of the Executive Committee.

48. The policy for the regional programme recommended some years ago by the Asian Council, with emphasis on international projects to promote cooperation on a regional basis and national leadership training programmes, will be continued in 1978.

49. A national seminar on "National development and population education" is projected for Indonesia. International participation will be invited from the Philippines, Singapore, Malaysia and Thailand.

50. A second Interstate Seminar will be held in India, involving participants from four to six states together with a number of participants from the similar project planned for December 1977. The seminar will be concerned with the development of an effective national organisation in a federal structure.

51. A seminar on "Model teacher in-service training methodology programme for environmental education" will be held in the Republic of Korea provided that the necessary financial support can be obtained from the United Nations Environment Programme.

52. In later 1978 or early 1979, the Second WCOTP Pacific Regional Conference will be held in Papua New Guinea on the theme of "Teachers' organisations and national development in the Pacific region".

Europe

53. Cooperation amongst the national teachers' organisations of Europe has existed on an organised basis for over 50 years, especially within the ranks of primary and secondary school teachers and their respective constituent federations. The Confederation's direct involvement goes back to 1966 when the need for activities serving teachers of all levels including teacher educators and technical and vocational teachers became increasingly apparent.

54. This movement was stimulated further by the greater degree of regional cooperation at the inter-governmental level, initially through the Council of Europe and later within the framework of the European Communities. The latter is becoming increasingly involved in education and with its capacity to issue directives and not only recommendations it has become a matter of major concern to the national teachers' organisation in the nine countries concerned.

55. Within the past few years, regional cooperation in the trade union field has also increased with the foundation of the European Trade Union Confederation (ETUC). Those members of the Confederation who are also members of trade union centres affiliated to the ETUC wish to see the Confederation provide the channel for their coope-

ration with the ETUC on a sectoral basis.

56. To serve these ends, four aspects of European cooperation have evolved over the years: -

- (a) regional seminars to discuss issues of contemporary importance and to prepare draft policy statements
- (b) working groups to study issues of particular concern to the European Communities and, potentially, the ETUC
- (c) the European Conference to determine European policy on the basis of the work of the seminars and working groups, to review relations with the intergovernmental bodies (on the same basis as the Confederation's relations with intergovernmental bodies as outlined above) and to advise the Executive Committee in regard to the regional programme
- (d) the European Committee elected by the European Conference to continue its work between meetings of the Conference.

57. The 1978 European Regional Seminar will be held in Dublin, Ireland on the theme "Preparation for Life in Society". As in the past, the Seminar will be aimed primarily at participants from Europe but a number of places will be open to participants from other regions.

58. The 1978 European Regional Conference will be held in October/November but the site has not been determined as yet. This will be settled by the 1977 European Regional Conference to be held in Denmark in October.

59. The close relations already existing with the European Communities will be further strengthened. The Confederation's European Committee is seeing ways and means to ensure effective consultation between the Education Committee of the Council of Ministers and the Commission of the Communities on the one hand and the national teachers' organisations concerned on the other before decisions are taken at EC level on educational matters. Specific proposals have been presented to the Education Committee by the Confederation. It is hoped that some form of formal machinery will be established in 1978.

60. It is hoped to conclude with the EC a contract for a number of case studies on the work of schools in preparing young people for life in society. Other matters of immediate importance to the

Directorate General for Education, Science and Research of the Commission will be studied by the EC Sub-Committee of the European Committee. Relations with the Directorate General for Social Affairs will be pursued alongside of the relations with the European Trade Union Confederation.

61. The cooperation with the European Trade Union Confederation (ETUC) will be developed further in cooperation with the WCOTP ETUC Working Group. As requested by that group, further efforts will be made to come to an agreement with the European Teacher Trade Union Committee (comprising primarily members of IFFTU, WCT and the French Federation for National Education) in respect of a single representation vis-à-vis the ETUC. The Confederation seeks a joint committee supported by IFFTU, WCT and the Confederation.

62. The cooperation with the Council for Cultural Cooperation of the Council of Europe (CCC) will be further strengthened along the lines of earlier years, in particular through participation in meetings of experts and symposia and the submission of background papers for some of these meetings.

63. Special provisions will be made for assistance to national teachers' organisations in newly democratic countries such as Spain and Portugal and for increased contacts with non-members especially in the Mediterranean area.

SPECIALISED ACTIVITIES

64. In accordance with the proposal of the Executive Committee, the pattern of specialised activities will be changed. The major educational interest currently handled by specialised committees will be reviewed periodically by the Confederation as a whole, special sessions of the Assembly being devoted to such interests when considered appropriate by the Executive Committee. Continuing committees will be phased out (except in special circumstances) and replaced by a pattern of ad hoc committees appointed by the Executive Committee for specific tasks.

65. At the 1978 Assembly special attention will be given to the discussion of a policy statement on women in education to be drafted by the current Committee on Women in Education.

66. In their respective fields, active contact will be maintained with the Confederation's international members - the International Council on Health, Physical Education and Recreation; the International Council on Education for Teaching; the International Association of School Librarianship; the International Federation for Home Economics; and the International Reading Association. The aim

of these contacts will be close cooperation in programmes of mutual interest.

LEGISLATIVE OPERATIONS

67. The 1978 Assembly of Delegates will be organised in Jakarta, Indonesia, in August with the Persatuan Guru Republik Indonesia as host. The theme of the Assembly will be "The teaching profession in the world of tomorrow".

68. The 1978 Assembly of Delegates in Jakarta, Indonesia, will be followed by an invitational seminar in another South East Asian country devoted to the theme of "Teachers' organisations and industrial relations".

69. Cooperation with the Constituent Federations in the areas of elementary and secondary education, the International Federation of Teachers' Associations (IFTA) and the International Federation of Secondary Teachers (FIPESO), will be furthered during the coming year in order to promote the closest possible harmony in the development of their work which is of equal concern to the federations and the Confederation.

70. The Executive Committee will meet immediately following the 1977 Assembly of Delegates in Lagos, mid-year in Morges, and immediately prior to the 1978 Assembly in Jakarta. The Finance Committee of the Executive will meet prior to the mid-year meeting.

BUDGET FOR 1978

INCOME

	Swiss francs	
National members' dues (at 70 centimes)	2,150,000	
Associate/international members' dues	25,000	
Grant (Unesco and other contracts)	20,000	
Sundry income	35,000	
		2,230,000

EXPENDITURES

<u>International operations</u>		
Secretary General's Office	135,000	
International representation	50,000	
Unesco/ILO relations	55,000	
Clearing house	36,000	
Publications	157,000	
		433,000
<u>Regional programmes</u>		
Bi-national/multi-national cooperation	40,000	
Africa	212,000	
Arab States	17,000	
Asia	208,000	
Europe	149,000	
Americas	124,000	
		750,000
<u>Specialized activities</u>		3,000
<u>Legislative operations</u>		
Assembly assistance	160,000	
Assembly of Delegates	160,000	
Executive-Finance Committees	160,000	
		480,000
<u>Central Services</u>		
Office operations*	421,000	
Translation services	78,000	
		499,000
<u>Special provisions</u>		
Education and home leave	35,000	
Financial operations	5,000	
Institute for Teacher Organisation Development	25,000	
		65,000
		2,230,000

* Detailed breakdown in Finance Committee Report

WCOTP Constitution and Bylaws

I. NAME

Confédération Mondiale des Organisations de la Profession Enseignante; World Confederation of Organizations of the Teaching Profession; Weltverband der Lehrerorganisationen; Confederación Mundial de Organizaciones de Profesionales de la Enseñanza.

II. DEFINITION

1. There is hereby constituted a World Confederation of the Teaching Profession. The Confederation shall exclude from its debate all questions involving political, party-political or religious controversy and shall make no racial discrimination. Membership shall be open to national and international associations of the teaching profession the constitutions of which contain nothing contrary to the Constitution of WCOTP.

2. Within the framework of the World Confederation there shall be from the outset two international federations representing the particular interests of primary and secondary education, these federations being called the International Federation of Secondary Teachers' Associations (FIPESO) and the International Federation of Teachers' Associations (IFTA). International federations representing other types of education may also be incorporated within the framework of the World Confederation by the Assembly of Delegates, following a report from the Executive Committee. Such additional organizations shall have the same rights and duties as the original constituent federations.

III. AIMS

The Confederation aims at gathering into one powerful organization teachers from all stages of education, with a view to enabling them to exert an influence corresponding to the importance of their social function. It proposes, in cooperation with the constituent international federations:

- (a) To foster a conception of education directed towards the promotion of international understanding and good will, with a view to safeguarding peace and freedom and respect for human dignity;

- (b) To improve teaching methods, educational organization and the academic and professional training of teachers so as to equip them better to serve the interests of youth;
- (c) To defend the rights and the material and moral interests of the teaching profession;
- (d) To promote closer relationships between teachers in different countries;

IV. FUNCTIONS

1. The World Confederation shall be competent to establish and define policies affecting education and the teaching profession generally and to represent the member associations collectively in the international aspects of such matters.

2. Each international federation shall have complete control of its internal organization and shall have full power to study and deal with problems within its special sphere and maintain its own external relations within that sphere, provided that its constitution, its bylaws and its activities are brought into harmony with the general policy of the World Confederation.

V. FULL MEMBERSHIP

A teachers' organization shall be eligible for full membership in WCOTF if it meets the following conditions:

- (a) is national in character and scope and enrolls members at all levels of the profession or from a clearly defined sector of the national education system, and
- (b) is concerned with the overall professional and/or trade union interests of its members.

Full members will affiliate to the World Confederation as follows:

1. (a) Associations which represent exclusively primary or secondary, or another specific stage of education will affiliate to the Confederation through their respective international federations, (IFTA, FIPESO, etc.) where these exist.

(b) Associations which represent more than one stage of education will have the choice of two methods of affiliation: They will allocate their members to the above named federations and affiliate to the Confederation in the manner described under (a),

or they will affiliate directly to the Confederation, and may, if they so desire, allocate their members to the appropriate international federations.

(c) Associations other than those described under (a) and (b) and, in particular, those for which an international federation corresponding to their stage of education does not yet exist, will affiliate directly to the Confederation.

2. (a) Once the Confederation has been established, new applications for affiliation to the international federations shall be examined by their executive committees and submitted for ratification to their general assemblies. At the same time notification shall be sent to any full members in the same country and to the Executive Committee of the Confederation.

If objection is raised to the application, the decision shall be postponed for one year, during which time the Executive Committee of the Confederation, before making its own decision, shall consult with any full members in the same country. If, at the end of the year, the federations adhere to their proposal for admission, and if the Executive Committee of the Confederation again opposes it, the federations may appeal to the Assembly of Delegates of the Confederation, whose decision shall be final.

(b) Applications for affiliation from national associations affiliating directly to the Confederation will be considered by the Executive Committee, who will consult with any full members in the same country before submitting them for approval to the Assembly of Delegates of the Confederation.

VI. ASSOCIATE MEMBERSHIP

A teachers' organization, other than an organization eligible for full membership, shall be eligible for associate membership in WCOTF if it meets the following conditions:

- (a) is a specialist national or international society of individual educators, or
- (b) is an educational institution, or
- (c) is a state, provincial, regional or local association of teachers.

Any application for associate membership should normally be accepted by the full member organization(s) in the country concerned, if such exist.

Associate members with 10,000 individual members or less shall be entitled to one representative at the Assembly of Delegates. Associate members with more than 10,000 members shall be entitled to two representatives. Associate members shall not be entitled to vote.

VII. INTERNATIONAL ASSOCIATE MEMBERSHIP

1. International associate membership in WCOTP may be accorded to international organizations composed in the main of national organizations which would be eligible individually for full or associate membership.

2. International associate members will have the same privileges as associate members in the Assembly of Delegates.

VIII. ORGANIZATION

The World Confederation shall be directed and administered by the following:

- An Assembly of Delegates
- An Executive Committee
- An Administrative Secretariat

Regional offices may be established by the Executive Committee.

1. Assembly of Delegates

(a) The Assembly shall be composed of delegates appointed by the full members affiliated to the World Confederation. It shall meet annually unless the Assembly of Delegates determines otherwise, and at least every two years. Each full member is entitled to at least one delegate and at least one vote.

(b) Votes. Votes are allocated to each individual organization whose membership dues have paid in full for the year in question in accordance with its membership on the following scale:

first	100,000 members	- 1 vote per	5,000 members
next	200,000 members	- 1 vote per	10,000 members
next	300,000 members	- 1 vote per	15,000 members
next	400,000 members	- 1 vote per	20,000 members
next	500,000 members	- 1 vote per	25,000 members

The Secretary General of the World Confederation shall inform

each full member of the number of votes to which it is entitled provided that its dues have been paid in full prior to voting on any issue.

Member organizations which have not paid in full and whose reason for doing so has been accepted by the Executive Committee as being valid shall be entitled for that year to the total of the number of votes which correspond to the proportion of its membership dues which have been paid plus 25% of the balance of votes to which it would have been entitled had its dues been paid in full.

The leader of each delegation shall record the total vote for his association.

As a rule, votes shall be taken by a show of hands; on demand the vote shall be by mandate. A full member which cannot be represented at an Assembly of Delegates may vote by proxy provided it has given advance notification to the Secretary General of the Confederation.

There shall be no postal vote except in very definite cases, as for example, in the case of a referendum.

(c) Delegates. Each full member association shall be entitled to one delegate, with an additional delegate for every 5,000 members or part thereof, the maximum for any association to be 50 delegates.

(d) Functions. The Assembly of Delegates shall:

- Decide the programme of the Confederation
- Examine the general report on the work of the Executive Committee including the financial report, and determine the Budget
- Conduct any business of the Confederation which may be brought before it.

2. Executive Committee

(a) Composition

(i) The Assembly of Delegates shall delegate its powers to an Executive Committee composed of a President, two Vice-Presidents and other members as follows:

Nine members of the Executive shall be elected from candidates presented by the full member associations.

One representative appointed by each constituent federation whose names shall be communicated to the Secretary General of the Confederation after the election of the Executive members.

At least one person from each of the five regions: Asia, Africa, Europe, North America and South America, shall be in membership on the Executive Committee (excluding consideration of the regions of origin of the President and the representatives of the constituent federations). No region can have more than six members on the Executive Committee.

(ii) Any candidate for the office of President or Vice President must be nominated by at least three associations from different countries. Nominations for the office of President or Vice President must be filed with the Secretary General not less than ninety (90) days before the opening of the annual Assembly of Delegates. The names of all nominees, together with their curricula vitae, shall be sent to all member organizations, at least sixty (60) days before the opening of the annual Assembly of Delegates. In the event that a bye-election for President or Vice President shall become necessary after the beginning of the (90) day pre-assembly period, nominations shall be made at the Assembly.

A nation cannot have more than one representative on the Executive except that the countries to which the President and the representatives of the constituent federations belong will not thereby be debarred from representation on the Executive Committee.

(iii) The members of the Executive Committee shall be elected by the Assembly of Delegates. Members of the Executive Committee shall take office at the close of the Assembly of Delegates.

(iv) At the end of his three-year term as President, the WCOTP President becomes Immediate Past-President by automatic appointment to the Executive Committee for two years in that role.

The President and Vice Presidents shall each serve for three years and shall not be eligible to succeed themselves in the same office. Other Executive Committee members except the representatives of the constituent federations shall serve for two years; they shall be eligible for re-election but may not serve for more than two consecutive terms.

(b) Functions. The Executive Committee shall direct the work of the Confederation, according to instructions from the Assembly of Delegates, and shall act on behalf of the latter to deal with urgent business arising between meetings of the Assembly.

It shall assume control over, and responsibility for, the administration and finances of the Confederation.

It shall prepare the agenda for the Assembly of Delegates, and shall submit a report on its activities subsequent to the previous meeting of the Assembly, as well as a financial report.

It shall appoint the Secretary General.

3. Administrative Secretariat

The Administrative Secretariat shall consist of the Secretary General and other staff appointed by the Secretary General in accordance with authority delegated to him by the Executive Committee.

The Secretary General shall be elected by the Executive Committee, to whom he shall report annually. He shall hold office at the pleasure of the Executive Committee.

The functions of the Secretary General shall be determined by the By-laws.

IX. PROCEDURE

It is desirable that the meetings of the Confederation shall be held after the meetings of the constituent federations and should be held in the same place.

Resolutions from the federal congresses or from the national associations which are directly affiliated to the Confederation shall be submitted to the Confederation, which if it approves them shall take appropriate action in the confederal sphere.

Nothing in the above shall deprive a national association of the right to approach the Confederation on any matter which is not the specific concern of the international federation through which it may be affiliated to the Confederation.

X. EXTERNAL RELATIONS

The Confederation shall establish, either directly or through the constituent international federations, relations with:

1. Official organizations working toward international understanding, for example, the specialized agencies of the UN.

2. Other international organizations of teachers, for example, through the Comité d'Entente (Joint Committee of International

Teachers' Federations).

XI. SUBSCRIPTIONS

The Assembly of Delegates shall determine the subscriptions to be paid by the member organizations.* The procedure to be followed by the full members in paying their subscriptions shall be in accordance with their methods of affiliation.

XII. AMENDMENTS

Notices of motion to alter the Constitution must be submitted in writing to the Secretary General not less than six months before the opening date of the Assembly of Delegates. They shall be circulated to the federations and to the full members and submitted to the Assembly of Delegates.

They shall be declared adopted if supported by not less than two-thirds of the total votes cast.

Where a motion concerns Article V, there must be opportunity for consultation with the federations concerned before the motion is submitted to the national associations or to the Assembly of Delegates.

XIII. DISSOLUTION

The Confederation can be wound up only by an Assembly of Delegates specially convened for this purpose, where not less than two-thirds of those voting are in favour of dissolution. This meeting shall be empowered, if dissolution is agreed upon, to dispose of any funds remaining to the credit of the Confederation.

XIV. OFFICIAL LANGUAGES

The official languages of the Confederation shall, for the time being, be English, French, German and Spanish.

XV. TERMINATION OF MEMBERSHIP

Upon the recommendation of the Executive Committee, the Assembly of Delegates by a two-third majority vote may terminate the membership of an affiliated or associate member.

* The 1977 Assembly of Delegates established the membership fee for 1978 at 70 Swiss centimes per individual member or 1/10,000 part of the initial salary of a qualified primary teacher if this figure is less than 70 Swiss centimes.

BYLAWS

I. ASSEMBLY OF DELEGATES

1. Organizations entitled to delegates in the Assembly of Delegates shall furnish the Secretary General at least thirty days before the first day of the annual meeting with the names of such delegates. Exceptions to this rule may be made by the Executive Committee. The Secretary General shall issue to each delegate a credential certifying that he has been named as a delegate by a member organization.

2. The President of the Confederation shall preside at the meeting of the Assembly of Delegates. In his absence, a Vice President shall preside. If neither the President nor a Vice President is available, the meeting shall elect a chairman from among the members of the Executive Committee.

3. A majority of the accredited and registered delegates shall constitute a quorum provided they represent not less than one-third of the national member organizations registered at the Assembly.

II. EXECUTIVE COMMITTEE

1. The President of the Confederation shall be chairman of the Executive Committee.

2. The first meeting of the new Executive Committee shall be held as soon as practicable after the election of the new members, and before leaving the place of the annual Assembly.

3. Meetings of the Executive Committee may be called by the chairman upon due notice to members of the Committee. Meetings may also be called by the Secretary General upon receipt of written requests for a meeting from not less than five members of the Committee. The meeting shall be called far enough in advance to permit the attendance of any member or the Committee.

III. WCOTP COMMITTEES

1. The Executive Committee shall appoint Committees and establish their terms of reference.

2. Committee expenses shall form part of the budgetary allocations of the Confederation.

IV. SECRETARY GENERAL

1. The Secretary General shall give effect, as far as possible to the decisions of the Assembly of Delegates and of the Executive Committee.

2. The Secretary General shall keep a record of the proceedings of the Assembly of Delegates and of the Executive Committee.

3. The Secretary General shall be secretary of the Executive Committee. He shall submit a report to the Executive Committee each time it meets.

4. The Secretary General shall be Treasurer of the Confederation and shall receive all moneys due to the organization, and shall be authorized to open bank accounts in the name of the Confederation provided, however, that the Executive Committee may authorize other persons to receive such money when the business of the Confederation is expedited by such action.

V. FINANCES

1. Fees of full and associate members shall be payable before 30 June and shall cover membership for the fiscal year.

The fees of new full and associate members shall become payable immediately after their application has been approved by the Assembly of Delegates.

Membership dues shall include the right to copies of the Annual Report, Proceedings of the Assembly, and other materials for general distribution including copies of the news bulletin Echo.

Members shall be entitled to participate in the Assembly provided their dues are not in arrears at the time of the meeting.

In exceptional cases the Executive Committee may modify the closing date for the payment of these annual fees, but all such modification shall be reported in full to the next session of the Assembly.

Any member of the organization whose dues are in arrears may, if the Executive Committee approves, have its delegates seated in the Assembly with full rights to participate in the discussion but not to vote unless a written declaration of intent to pay within one month has been received and accepted by the Executive Committee.

An organization applying for membership at an Assembly of Delegates may be approved by the Executive Committee to have its delegates seated in the Assembly, with full rights to participate in the discussion and to vote, even though it is not prepared to pay its initial dues for the forthcoming year at that time, provided that all other conditions for membership are met. In this case, full payment of dues must be made within one month after the Assembly.

2. The accounts of the Confederation shall be closed on 31 December of each year and a full financial report for the year shall be rendered by the Secretary General to the Executive Committee, which shall in turn report to the Assembly of Delegates at its succeeding meeting. A report of the current financial condition of the organization shall be presented by the Secretary General at the meetings of the Executive Committee and the Assembly of Delegates.

3. The Secretary General shall prepare in July of each year a forecast of income and expenditures for the next calendar year. This shall be presented to the Executive Committee for consideration and recommendation to the Assembly of Delegates. By December of each year, this forecast, amended to reflect changes agreed upon by the Assembly of Delegates and new information on anticipated income, shall be recast by the Secretary General and presented to the Executive Committee as the Confederation's budget for the forthcoming calendar year.

VI. AMENDMENTS

Notices of motion to amend these Bylaws must be submitted to the Secretary General not less than three months before the Assembly of Delegates. They shall be circulated in advance to the member organizations and to the constituent federations. They shall be declared adopted if supported by not less than two-thirds of the votes cast.

Financial Statement

Executive Committee
World Confederation of Organizations
of the Teaching Profession

M o r g e s

Switzerland

We have examined the accompanying statements of deficiency in net assets of the International Office of World Confederation of Organizations of the Teaching Profession as at December 31, 1976 and 1975, and the related statements of revenue and expenses, changes in deficiency in net assets, and changes in financial position for the years then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The accompanying financial statements are prepared on a going-concern basis. The continued existence of the Confederation depends upon its ability to secure adequate working capital and to generate a sufficient excess of revenue over expenses in the future so as to offset its current deficiency in net assets.

In our opinion, subject to the ability of the Confederation to secure adequate working capital and to generate the necessary excess of revenue over expenses, the financial statements referred to above present fairly the financial position of the International Office of World Confederation of Organizations of the Teaching Profession at December 31, 1976 and 1975, revenue and expenses, changes in deficiency in net assets and changes in financial position for the years then ended, in conformity with generally accepted accounting principles, applied on a basis consistent with that of the preceding year.

Geneva, February 18, 1977

TOUCHE ROSS & CO. S.A.

STATEMENT OF DEFICIENCY IN NET ASSETS

(expressed in Swiss francs)

	December 31	
	1976	1975
<u>CURRENT ASSETS</u>	Sw.Fr.	Sw.Fr.
Cash :		
Demand deposits	100.997,35	55.248,04
Restricted foreign bank accounts (Note B)	6.197,56	6.817,90
Cash in hand	2.737,70	1.777,62
	<u>109.932,61</u>	<u>63.843,56</u>
Fees and dues receivable	128.658,79	60.845,64
Advances to regional offices	6.612,04	14.322,85
Sundry receivables and prepayments	15.514,42	13.110,90
	<u>260.717,86</u>	<u>152.122,95</u>
TOTAL CURRENT ASSETS		
	<u>260.717,86</u>	<u>152.122,95</u>
<u>FIXED ASSETS</u>		
Equipment at cost (Note A)	10.978,50	21.957.--
	<u>10.978,50</u>	<u>21.957.--</u>
TOTAL ASSETS (carried forward)	<u>271.696,36</u>	<u>174.079,95</u>
DEDUCT:		
<u>CURRENT LIABILITIES</u>		
Bank overdraft	1.507,75	-
Accounts payable and accrued expenses	334.065,54	205.639,17
	<u>335.573,29</u>	<u>205.639,17</u>
TOTAL CURRENT LIABILITIES	<u>335.573,29</u>	<u>205.639,17</u>
<u>DEFICIENCY IN NET ASSETS</u>	63.876,93	31.559,22
See notes to financial statements	*****	*****

STATEMENT OF REVENUE AND EXPENSES

(expressed in Swiss francs)

<u>REVENUE</u>	Year ended December 31	
	1976	1975
	Sw.Fr.	Sw.Fr.
Membership dues :		
National members	1.867.666.--	1.763.994,64
Associate and international members	21.494,13	17.852,52
	<u>1.889.160,13</u>	<u>1.781.847,16</u>
Gifts from member organisations :		
Grants and contracts for specific projects	261.565,65	90.504,38
Subscriptions and sales	7.111,62	8.081,34
Assembly and seminar registration fees, together with sundry income	42.517,89	29.047,65
Interest	1.581,41	1.651,22
<u>Total income</u>	<u>2.201.936,70</u>	<u>1.911.131,75</u>

EXPENSES

International operations :

Secretary General's office	126.979,40	111.588,08
International representation	59.623,29	37.414,28
UNESCO relations	48.713,87	34.144,95
Clearing house activities	31.738,07	35.630,02
Publications	141.481,77	125.652,20
	<u>408.536,40</u>	<u>344.429,53</u>

	Year ended December 31	
	1976	1975
Regional programmes :	Sw.Fr.	Sw.Fr.
Africa	326.825,11	228.539,04
Arab States	9.238,07	7.330,17
Asia	264.503,88	188.894,44
Europe	165.060,94	138.001,47
Americas	131.192,53	139.275,27
Project IWY	-	7.790,42
	<u>896.820,53</u>	<u>709.830,81</u>
Specialized activities	<u>10.714,99</u>	<u>4.953,21</u>
Legislative operations:		
Assembly of delegates	192.289,18	123.144,31
Executive and finance committee	143.387,41	59.755,56
	<u>335.676,59</u>	<u>182.899,87</u>
Central services :		
Office facilities and services for all programmes	395.885,02	380.549,77
Translation services	70.220,68	73.191,24
	<u>466.105,68</u>	<u>453.741,01</u>
Contract services :		
Financial expenses	13.019,94	3.328,07
Education and home leave allowances	53.724,70	49.706,40
Extension of pension fund	29.772,98	60.651,60
Depreciation of equipment (Note A)	10.978,50	-
Building project	8.904,10	-
	<u>116.400,22</u>	<u>113.686,07</u>
Total expenses	<u>2.234.254,41</u>	<u>1.809.540,50</u>
Excess of (expenses over revenue)		
Revenue over expenses	(32.317,71)	101.591,25
	=====	=====

See notes to financial statements

STATEMENT OF CHANGES IN DEFICIENCY IN NET ASSETS

(expressed in Swiss francs)

	December 31	
	1976	1975
	Sw.Fr.	Sw.Fr.
Deficiency in net assets as of January 1	31.559,22	133.150,47
Excess of (expenses over revenue) revenue over expenses for year	(32.317,71)	101.591,25
<u>Deficiency in net assets as of</u> <u>December 31</u>	<u>63.876,93</u> *****	<u>31.559,22</u> *****

See notes to financial statements

STATEMENT OF CHANGES IN FINANCIAL POSITION

(expressed in Swiss francs)

SOURCES	Year ended December 31	
	1976	1975
	Sw.Fr.	Sw.Fr.
Reduction of deficiency in net assets :		
- excess of (expenditure over revenue) revenue over expenditure	(32.317,71)	101.591,25
Amortization of moving expenses		-
	<u>(32.317,71)</u>	<u>101.591,25</u>
	*****	*****

APPLICATIONS

By increase in working capital :		
(Increase) decrease in current liabilities	(129.934,12)	27.863,49
Increase (decrease) in cash	46.089,05	56.957,05
Increase (decrease) in receivable and prepayments	51.527,36	16.770,71
	<u>32.317,71</u>	<u>101.591,25</u>
	*****	*****

See notes to financial statements

NOTES TO FINANCIAL STATEMENTS

A. Fixed assets - equipment

Normally, additions to furniture, fixtures and equipment are charged to expense in the same period in which acquired, in conformity with accounting principles generally followed by organisations of this character. However, exceptionnally, the organisation acquired certain printing equipment which was capitalized in the prior year. The original amount capitalized is being depreciated over three years.

B. Restricted foreign bank accounts

Restricted foreign bank account balances have been written down to their current exchange value at the year end.

C. Pension Plan

The Confederation has a contributory pension plan covering most employees. The Confederation's policy is to fund pension cost accrued. There is no unfunded past service cost.

D. Taxation

The MCOTP, being a non-profit making organisation, has been exonerated from federal and cantonal taxes in Switzerland.

WCOTP Membership List

EXECUTIVE COMMITTEE

President

Wilhelm Ebert
Bavariaring 37
8 Munich 2
Fed. Rep. of Germany

Vice Presidents

Miss Thereza Noronha Carvalho	Motofumi Makieda
Rua Dr. Flores 62-90 andar	c/o Japan Education Hall
90.000 Porto Alegre	2-6-2 Hitotsubashi
Rio Grande do Sul, Brazil	Chiyoda-ku, Tokyo, Japan

Ambrose A. Adongo
P.O. Box 30407
Nairobi, Kenya

Jens Erik Madsen
Granbakkevej 16
Allingaebro, Denmark

A.A.O. Ezenwa
P.M.B. 1044
Yaba, Lagos, Nigeria

John Ryor
NEA, 1201 16th St., N.W.
Washington, D.C. 20036, USA

José Ernesto Fuentes Rivera
Apartado 2938
San José, Costa Rica

John E. Smith
9a Patterson Avenue
Mission Bay
Auckland 5, New Zealand

James W. Killeen
4114 Bayridge Avenue
West Vancouver, B.C.
Canada V7V 3K1

Alf F. Wilshire
205 Soundwell Road
Staple Hill
Bristol, England

René Labes
SNI, 209 Bd. St. Germain
75007, Paris, France

Representatives of Constituent Federations

International Federation of
Teachers' Associations (IFTA)
Jean Daubard
Secretary General
Maison des instituteurs
3, rue de La Rochefoucauld
75009, Paris, France

International Federation of
Secondary Teachers (FIPESO)
A.W.S. Hutchings
Vice President
29 Gordon Square
London WC1H OPT
England

Secretary General
John M. Thompson

FULL MEMBERS

(Including size of association membership in parentheses)*

AUSTRALIA

Australian Teachers' Federation

(114,642)

George T. Smith, Sec. Gen.

Box 1891

Canberra City, A.C.T. 2601

Tel. 489972

AUSTRIA

Verband der Professoren

Oesterreichs

(1,500)

Otto Vicenzi

Speisingerstr. 76/1/11

1130 Vienna

Tel. 850385

BANGLADESH

Bangladesh College Teachers'

Association

(10,320)*

Shareeful Islam, Sec. Gen.

3A/23 Rezia Sultana Road

Mohammadpur, Dacca

Tel. 252277

BARBADOS

Barbados Secondary Teachers'

Union

(227)

Ms Eve Johnson, Gen. Sec.

c/o Queen's College

Constitution Road

St. Michael

Tel. 62919

Barbados Union of Teachers

(1,200)

Stanley O. Mayers, Gen. Sec.

P.O. Box 127

Bridgetown

Tel. 76473

BELGIUM

Fédération de l'enseignement moyen

officiel du degré supérieur de

Belgique

(1,000)

Paul Esquenet, Sec. Gen.

110 Avenue Royale

7700 Mouscron

Tel. 31897

BELIZE

Belize National Teachers' Union

(500)

Miguel Wong, Secretary

6 Racecourse St., P.O. Box 382

Belize City, Central America

Tel. 2857

BERMUDA

The Amalgamated Bermuda Union of

Teachers

(700)

Mrs. Aurelia Burch, President

P.O. Box 726

Hamilton

BOTSWANA

Botswana Teachers' Union

(265)

J.S. Massina, Gen. Sec.

P.O. Box 561

Gaborone

* In the case of organizations marked with asterisk, payment of dues for 1977 was not made in full and their voting strength at the Assembly was reduced accordingly.

BRAZIL (see also Associate
Members)

Associação Brasileira de Educação
(1,000)

Benjamin Albagli, President
Av. Gomes Freire 647-3º andar
20000 Rio de Janeiro

Confederação dos Professores do
Brasil
(25,100)

Thereza Noronha Carvalho,
President
Rua Dr. Flores 62-9º andar
90000 Porto Alegre
Rio Grande do Sul
Tel. 25-1353

BRITISH VIRGIN ISLANDS

British Virgin Islands Teachers'
Association
(100)

Miss Judith Christopher, Sec.
Road Town Primary School
Road Town, Tortola

BRUNEI

Brunei Malay Teachers'
Association
(1,344)

Umar bin Muhammad, Sec. Gen.
160-601 Brunei Malay Teachers'
Building, Jalan Kianggeh,
P.O. Box 2230
Bandar Seri Begawan
Tel. 2644/5865

CANADA

Canadian Teachers' Federation
(220,622)

Norman Goble, Sec. Gen.
110 Argyle Ave.
Ottawa, Ontario K2P 1B4
Tel. 232-1505

COSTA RICA

Asociación Nacional de Educadores
(18,000)

Carlos Herrera Murillo
Secretary General
Apartado 2938, San José, C.A.
Tel. 22-28-83

DENMARK

Danmarks Laererforening
(49,157)

Kompagnistraede 32a
1208 Copenhagen K
Tel. 11-82-55

Gymnasieskolernes Laererforening
(4,000)

Magistrenes Hus
Lyngbyvej 32
2100 Copenhagen Ø
Tel. 20 74 47

EL SALVADOR

Solidaridad de Maestras Salvadoreñas
(1,000)

Mrs. Angélica Vidal de Najarro
Corres. Secretary
Avenida España No. 635
San Salvador

ENGLAND

Assistant Masters' Association
(40,000)

A.W.S. Hutchings, Secretary
29 Gordon Square
London WC1H 0PT
Tel. 388-0552/2

Association of Assistant Mistresses
(34,300)

Miss Joyce Baird, Secretary
29 Gordon Square
London WC1H 0PX
Tel. 387-5874

ENGLAND (cont.)

Association of Head Mistresses (765)

Miss S.M. Chapman, Sec. Gen.
29 Gordon Square
London WC1H 0PU
Tel. 387-1361

Head Masters' Association (2,010)

E.J. Dorrell, Secretary
29 Gordon Square
London WC1H 0PS
Tel. 388-1765/6

National Association of Teachers in Further and Higher Education (47,000)

Stan Broadbridge, Sec. Gen.
Hamilton House, Mabledon Place
London WC1H 9BH
Tel. 387-8808

National Union of Teachers of England and Wales (180,000)

Fred Jarvis, Gen. Sec.
Hamilton House, Mabledon Place
London WC1H 9BD
Tel. 387-2442

FIJI

Fiji Teachers' Union (2,200)

Shiu Charan, Gen. Sec.
P.O. Box 3582
Samabula, Suva

Fijian Teachers' Association (900)

A. Seduadua, Gen. Sec.
P.O. Box 3583
Samabula, Suva

FINLAND

Lastentarhanopettajaliitto (1,779)

Akavatalo
Rautatiealäisenkatu 6
00520 Helsinki 52
Tel. 160 21

Opettajien Ammattijärjestö (35,866)

Akavatalo
Rautatiealäisenkatu 6
00520 Helsinki 52
Tel. 160 21

Svenska Finlands Lärarförbund r.f. (1,700)

Akavahuset
Järnvägsmanngatan 6
00520 Helsingfors 52
Tel. 160 21

FRANCE

Syndicat national de l'enseignement technique (11,000)

J. Fournier, Secretary General
94, rue de l'Université
75341 Paris Cedex 07
Tel. 706-82-26

Syndicat national des enseignants de second degré (45,500)

Secretary General
1, rue de Courty
75341 Paris Cedex 07
Tel. 556-77-06

Syndicat national des instituteurs et professeurs de collège (300,000)

Guy Georges, Secretary General
209, Bd. St. Germain
75007 Paris
Tel. 544 38 42

FRANCE (cont.)

Syndicat national du personnel
de direction des établissements
secondaires

(3,400)

Mme Josette Richoud
Directrice du Lycée Jaquard
2, rue Bouret
75019 Paris

Syndicat national des Professeurs
des Ecoles normales

(1,500)

Jean Tanguy
1 bis, rue de Strasbourg
56000 Vannes

GAMBIA

Gambia Teachers' Union

(600)

Alhadji Aliou E.W.F. Badji
President
Crab Island Jr. Secondary School
P.O. Box 133
Banjul
Tel. 319

GERMANY (Fed. Rep. of)

Deutscher Lehrerverband

(120,500)

Clemens Christians, President
Kölner Str. 93
53 Bonn-Bad Godesberg
Tel. 37-40-66

GHANA

Ghana National Association of
Teachers

(22,000)*

Tom A. Bediako, Gen. Sec.
P.O. Box 209
Accra
Tel. 21515

GREECE

Federation of Primary Teachers of
Greece

(15,000)*

P. Kazandjis, President
15, Xenofontos Str.
Syntagma, 118 Athens
Tel. 3236-647

GUYANA

Guyana Association of Masters and
Mistresses

(128)

Ganase Singh, President
84 Robb Street
Bourda, Georgetown

Guyana Teachers' Association

(2,472)

Basil Blair, General Secretary
P.O. Box 738
Georgetown
Tel. 63183

HONDURAS

Colegio Profesional "Superación
Magisterial" Hondureño

(3,542)

Luis Enrique Trundle F.
President
Junta Central Ejecutiva
Apartado 154
Tegucigalpa
Tel. 22-4292

HONG KONG

Hong Kong Teachers' Association

(1,041)

Ng Yuen Hing, President
National Court, 242 Nathan Road
Kowloon
Tel. 3-673420

ICELAND

Félag Menntaskólastakennara

(250)

Sigurður Ragnarsson, Secretary
Efstihjalli 9
Kópavogur

Samband Islenskra Barnakennara (1,086)

P.O. Box 616
Reykjavík

INDIA (see also Associate
Members)

All India Federation of Educational Associations (450,000)*

A.P. Khattri, Hon. Joint. Sec.
Jha-Seshadri-Khattri Bhawan
P.O. Box No. 52
Kanpur, U.P.
Tel. 63607

INDONESIA

Persatuan Guru Republik Indonesia (50,000)*

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Jalan Tanah Abang Tiga 24
Kotakpos 2405, Jakarta
Tel. 41121

IRAN

Iran Teachers' Association (6,000)

Mohammad Derakhshesh, President
Shemiran, Elahieh
Avenue Maryam No. 16
Teheran 19
Tel. 290352

IRELAND

Association of Secondary Teachers, Ireland (6,000)

Miss Maire MacDonagh, Gen. Sec.
13 Highfield Road, Rathgar
Dublin 6
Tel. 97-16-96

IRELAND (cont.)

Irish National Teachers' Organization (18,670)

J. Brosnahan, General Secretary
35 Parnell Square
Dublin 1
Tel. 74 63 81

ISRAEL

Association of Secondary School Teachers (6,000)

Reuven Aviram, President
Wadi-El-Joz, Maison Kaluti
B.P. 19/0626
Jerusalem
Tel. 283602

Israel Teachers' Union (12,520)

Shalom Levin, General Secretary
8 Ben-Saruk Street
Tel-Aviv
Tel. 280211

ITALY

Federazione Nazionale Insegnanti Scuole Medie (1,000)

Mario Gliozzi, President
Via Ponza 4
10121 Torino
Tel. 53 25 66

Sindicato Nazionale scuola media (8,000)

Modesto Ghio, General Secretary
Via Lucullo 6
Rome

IVORY COAST

Syndicat national de l'enseignement primaire public de Côte d'Ivoire (10,027)*

Mrs. Anne Allangba, Sec. Gen.
B.P. 21018
Abidjan
Tel. 22 33 46

JAMAICA

Jamaica Teachers' Association (14,000)

Mrs. Fay E. Saunders, Gen. Sec.
97 Church Street
Kingston
Tel. 932-1385

JAPAN (see also Associate Members)

Japan Education Association (35,000)*

Masakatsu Togawa, President
c/o Zenkoku Rengo Shogakkochokai
Daigo-Mori Bldg.
26, Shiba-sakuragawacho
Minato-ku, Tokyo
Tel. 502-9288

Japan Teachers' Union (381,000)*

Motofumi Makieda, President
c/o Japan Education Hall
2-6-2 Hitotsubashi,
Chiyoda-ku, Tokyo
Tel. 282-8901

KENYA

Kenya National Union of Teachers (38,200)

Ambrose Adeya Adongo, Gen. Sec.
P.O. Box 30407
Nairobi
Tel. 20387

LEBANON

Syndicat des enseignants des écoles privées (7,000)

Abbas Kassim, Gen. Sec.
B.P. 5346
Beirut
Tel. 22 14 49

LIBERIA

National Teachers' Association of Liberia (2,143)

Mrs. Florence Ricks-Bing,
President
P.O. Box 155
Greenville, Sinoe County

LUXEMBOURG

Association des instituteurs réunis (1960)

Félix Haas, President
Case Postale 2437
5, rue des Ardennes
Luxembourg-Ville
Tel. 48-11-18

Association des professeurs de l'enseignement secondaire et supérieur (530)

Pierre Lech, President
Lycée Classique
Echternach

Fédération générale des instituteurs luxembourgeois (505)

Edouard Kirsch, Secretary
21 rue du Fosseé
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Tel. 22142

MALAYSIA (West) (see also Associate Members)

National Union of the Teaching Profession, Malaysia (8,000)*

Tan Lee Leng, Sec. Gen.
16A Jalan Balam
Kuala Lumpur 13-10
Tel. 68272

MALI

Syndicat National de l'éducation
et de la Culture

(3,000)

Mamadou Lamine Diarra, Sec. Gen.

B.P. 1316

Bamako

MALTA

Malta Union of Teachers

(3,500)

C.V. Naudi, Asst. Gen. Sec.

International Affairs

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Valletta

Tel. 27815

NETHERLANDS

Nederlands Genootschap van
Leraren

(15,677)

Albertus F. Rasing, Int. sec.

P.O. Box 407

Dordrecht

Tel. 31611

NEW ZEALAND

New Zealand Educational
Institute

(18,258)

E.J. Simmonds, Nat. sec.

P.O. Box 466

Wellington, C.1

Tel. 849-889

Post Primary Teachers'
Association

(9,000)

Bruce Webster, Gen. Sec.

181 Willis Street

P.O. Box 2119

Wellington, C.2

Tel. 559-884

NIGERIA

Nigeria Union of Teachers

(150,000)

S.K. Babalola, General Secretary

P.M.B. 1044

Yaba, Lagos State

Tel. 43443

NORTHERN IRELAND

Ulster Teachers' Union

(5,000)

Brian Toms, General Secretary

94 Malone Road

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Tel. 662216

NORWAY

Norsk Laererlag

(35,000)

Rosenkrantzgt. 15

Oslo 1

Tel. 41 58 75

Norsk Lektorlag

(7,817)

Wergjeldsveien 15

Oslo 1

Tel. 20 94 94

PANAMA

Magisterio Panameño Unido

(2,000)

Sra Lilia Esther Rodriguez de Luque

Coordinadora General

Apartado 1733, Zona 1

Panamá Tel. 23-1096

PAPUA NEW GUINEA

Papua New Guinea Teachers'Association

(2,000)

Manuel Bola, General Secretary

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Tel. 253677

PARAGUAY

Federación de Educadores del

Paraguay

(1,704)

Maximo Rejalaga, Sec. Gen.

Independencia Nacional 349

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Asunción

Tel. 43.676

PHILIPPINES (see also Associate Members)

National Alliance of Teachers and

Office Workers

(3,200)

Israel Bocobo, President

Philippine Veteran Bank Building

Union Room, Mezzanine Floor

Bonifacio Drive, Port Area

Manila

Tel. 48 95 81

Philippine Public School Teachers'

Association

(147,000)*

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REPUBLIC OF KOREA

Korean Federation of Education

Associations

(60,000)*

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21 1-ka Shinmun-ro, Chongro-ku

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REPUBLIC OF SOUTH AFRICA

African Teachers' Association of

South Africa

(21,000)

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RHODESIA

Rhodesia African Teachers'

Association

(1,898)

Abiah M. Murashiki, Nat. Sec.

Luveve Secondary School

P.O. Box 553

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Rhodesia Teachers' Association

(2,313)

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Salisbury

Tel. 20950

SABAH (Malaysia)

Sabah Teachers' Union

(431)

Baisul Khan B. Salman Faris

General Secretary

P.O. Box 8

Tuaran

SARAWAK (Malaysia)

Sarawak Teachers' Union

(1,200)

Phang Chung Shin

Government Secondary School

Serian, P.O. Box 916, Kuching

SCOTLAND

Educational Institute of Scotland

(45,456)

John D. Pollock, General Secretary

46 Moray Place

Edinburgh EH3 6BH

Tel. 225-6244

SIERRA LEONE

Sierra Leone Teachers' Union

(4,850)*

Tamba Entua Yambasu, Gen. Sec.

P.O. Box 477

Freetown

Tel. 24809

SINGAPORE (Rep. of)

Singapore Chinese Middle School
Teachers' Union
(500)

Jap Koon Chan, Sec. Gen.
122-B Sims Avenue
Singapore 14
Tel. 46 71 34

Singapore Chinese School Teachers'
Union
(1,250)

Tay Boon Too, President
186F, Rangoon Road
Singapore 8
Tel. 2938706

Singapore Malay Teachers' Union
(782)

Abd. Latif Taris, Gen. Sec.
89 Still Road
Singapore 15
Tel. 448992

Singapore Tamil Teachers' Union
(141)

S. Thangavelu, Gen. Sec.
P.O. Box 73 (Owen Road)
Singapore 8

Singapore Teachers' Union
(7,000)

Ying Cheek Ping, Gen. Sec.
Teachers' Centre, Tagore Avenue
Singapore 26
Tel. 59 44 03

SPAIN

Federación de Trabajadores de la
Enseñanza del Estado Español
(500)

Celestino del Arenal, Secretary
International Relations
Asesora Jurídica
Calle Alonso Cano, 63-1º
Madrid 3

SRI LANKA

All Ceylon Union of Teachers
(1,200)

J.A. Gajanayake, Gen. Sec.
127/1 Centre Road,
Colombo 15
Tel. 34842

SWAZILAND

Swaziland National Association of
Teachers
(600)

A.H.N. Shabangu, President
P.O. Box 772
Manzini

SWEDEN

Lärarnas Riksförbund
(25,023)

Sveavägen 50
Fack
103 60 Stockholm 3
Tel. 22 51 40

Svenska Facklärarförbundet
(42,529)

Cardellgatan 1,
Box 5522
114 85 Stockholm
Tel. 22 98 20

Sveriges Lärarförbund
(60,089)

Box 122 29
102 26 Stockholm
Tel. 54 01 60

Skolläraryrket
(1,817)

Sveavägen 98
113 50 Stockholm
Tel. 52 01 75

SWITZERLAND

Schweizerischer Lehrerverein

(20,000)

Friedrich von Bidder, Gen. Sec.

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Société pédagogique de la

Suisse romande

(6,360)

Jean-Jacques Maspéro, President

Chemin de Nancy 1 B

1222 Vésenaz/GE

Tel. 52 19 50

Société suisse des professeurs

de l'enseignement secondaire

(3,560)

Mlle Monique Mischler

International correspondent

Ch. de Boisy 46

1004 Lausanne

Tel. 36 98 35

TAIWAN (see also Associate
Members)

China Education Society

(500)

Chen-Chew Pan, President

Taiwan Normal University

East Ho Ping Road

Taipei, Taiwan

Tel. 3219916

THAILAND

The Education Society

(512)

Kaw Swadipanih, President

58/1-2 Pisanuloke Road

Bangkok

Tel. 81 82 73

TOGO

Syndicat des enseignants laïques

du Togo

(1,500)*

Lawson-Drackey Boévi-Dan

General Secretary

B.P. 16

Lomé

Tel. 59-16

TONGA

Tonga Teachers' Association

(222)

Miss Ahino Tupou, Secretary

Box 825

Nuku'alofa

TRINIDAD AND TOBAGO

Trinidad and Tobago Teachers' Union

(6,000)

St. Elmo Gopaul, Gen. Sec.

103d St. Vincent Street

Port-of-Spain

Tel. 62-36580

UGANDA

Uganda Teachers' Association

(4,000)

John Kisaka, Sec. Gen.

P.O. Box 377

Kampala

Tel. 54295

UNITED STATES (see also
Associate Members)

National Education Association of the United States

(1,450,000)

Terry Herndon, Executive Secretary

1201 16th Street N.W.

Washington, D.C. 20036

Tel. 833-4000

WEST INDIES

Caribbean Union of Teachers
(1,053)

St. Elmo Gopaul, General Secretary
103d St. Vincent Street
Port-of-Spain
Trinidad
Tel. 62-36560

WESTERN SAMOA

Western Samoan Teachers'
Association
(900)

Mrs. Aliitasi Tauaa, Secretary
P.O. Box 362
Apia

YUGOSLAVIA

Sindikat Radnika Drustvenih
Delanosti Jugoslavije
(30,000)

Joze Marolt, President
Federal Committee of Yugoslav
Civil Workers Union
Try Marksa 1 Engelsa 5
Belgrade

ZAMBIA

Zambia National Union of Teachers
(13,000)*

Shiyenge Kapini, Gen. Sec.
P.O. Box 1914
Lusaka
Tel. 74860

ORGANIZATIONS OF TEACHERS IN EXILE

Association of Estonian High
School Teachers in Exile
(105)

W. Muld, Sec. International
Relations
Radjursstigen 25, 5tr
171 72 Solna, Sweden

Federation of Estonian Teachers'
Association
(350)

c/o Estrniska skolan
Svartmangatan 20-22
111 29 Stockholm
Sweden

INTERNATIONAL ASSOCIATE MEMBERS

Fees of international associate members will be calculated on the same basis as for associate members.

International Association of School Librarianship

Miss Jean Lowrie, Exec. Sec.
Western Michigan University
Kalamazoo, Michigan 49001
USA

Tel. 383-1849

International Federation for Home Economics

Mrs. O. Goncet, Gen. Sec.
64, Avenue Edouard Vaillant
92100 Boulogne

Tel. 620.00.39

International Council on Education for Teaching

Frank Klassen, Executive Director
One Dupont Circle, Suite 610
Washington, D.C. 20036
USA

Tel. 293-2450

International Reading Association

Ralph C. Staiger
Executive Secretary-Treasurer
800 Barksdale Road
Newark, Delaware 19711
USA

Tel. 731-1600

International Council on Health

Physical Education and
Recreation (63 national
organizations)

Carl A. Troester, Jr. Sec. Gen.
1201 16th Street, N.W.
Washington, D.C. 20036
USA

Tel. 833-5545

ASSOCIATE MEMBERS

Associate member organizations pay annual dues of 20 centimes per member in the case of organizations with individual members, up to a maximum payment for any one organization of 1,600 Swiss Francs.

Alpha Delta Kappa (38,000)

Mrs. Agnes S. Robertson
Executive Director
1615 West 92nd Street
Kansas City, Missouri 64114
USA

Tel. 363-5526

American Association of Colleges for Teacher Education (850

colleges and universities)
Edward Pomeroy, Executive Sec.
One Dupont Circle, Suite 610
Washington, D.C. 20036
USA

Tel. 293-2450

American Alliance for Health,
Physical Education and
Recreation
(50,000)

Carl A. Troester, Jr.,
Executive Secretary-Treasurer
1201 16th Street N.W.
Washington, D.C. 20036, USA
Tel. 833-6641

American Vocational
Association, Inc.
(44,375)

Lowell A. Burkett, Exec.Dir.
1510 H Street N.W.
Washington, D.C. 20005, USA

Arizona Education Association
(18,870)

2102 West Indian School Road
Phoenix, Arizona 85015, USA

Association of Christian Schools
in India
(1,140)

Solomon Doraiswamy, President
P. Box 31, 8, Racquet Court Lane
Tiruchirapalli 620001
South India

California Teachers' Association
(150,000)

Ralph J. Flynn, Exec. Dir.
1705 Murchison Drive
Burlingame, California 94010,
USA

Tel. 897-1400

Centro do Professorado Paulista
(60,000)

Solon Borges dos Reis, President
Rua Antonio de Godoi 35
C.P. 183
Sao Paulo, Brazil
Tel. 34-6955

Delta Kappa Gamma Society
(114,000)

P.O. Box 1589
Austin, Texas 78767, USA
Tel. 478-6748

English Tutorial Institute

Lee Kam-to, Principal and
Director of Studies
8, rua da Caldeira, 1st-4th floors
Macao
Tel. 3296

Illinois Education Association

Curtis Plott, Exec. Sec.
100 East Edwards Street
Springfield, Illinois 62704,
USA
Tel. 544-0706

Indian Association of Teacher
Educators
(900)

D.D. Tewari, President
461, Mumfordganj
Allahabad, U.P., India

Indiana State Teachers'
Association
(35,970)

Ronald G. Jensen, Exec. Director
150 W. Market St.,
Indianapolis 46204, USA
Tel. 634-1615

Instituto de Professores
Publicos y Particulares
Laudimila Trotta, President

Av. Rio Branco 185
Rio de Janeiro, Brazil
Tel. 242-4680

Kentucky Education Association
(27,120)

James G. Sproul
RT. 1, Box 56
Flat Lick, Kentucky 40935, USA
Tel. 582-2273

Macao College of Arts

(10)

Lee Kam-to, Principal and
Director of Studies
25B Rua Formosa, Block B
4th-5th Floors
Macao

Tel. 82777

Malaysian Association for Education

(300)

C. Appa Rao, Hon. Gen. Sec.
c/o MARA Institute of Technology
Shah Alam, Selangor, Malaysia

Maryland State Teachers'

Association, Inc.

(32,993)

Harvey Zorbaugh, Exec. Sec.
344 N Charles Street
Baltimore, Maryland 21201, USA
Tel. 727-7878

Massachusetts Teachers' Association

(60,280)

William Hebert, Exec. Sec.
20 Ashburton Place
Boston, Massachusetts 02108, USA
Tel. 742-7950

Michigan Education Association

(90,000)

Hermon W. Coleman, Exec. Sec.
1216 Kendale Boulevard
P.O. Box 673
East Lansing, Michigan 48823
USA
Tel. 332-6551

Minnesota Education Association

(37,000)

A.L. Gallop, Exec. Director
41 Sharburne Avenue
St. Paul, Minnesota 55103
USA
Tel. 227-8541

New Jersey Education Association

(82,713)

Frederick L. Hipp, Exec. Dir.
180 West State Street
Trenton, New Jersey 08608, USA
Tel. 598-4568

New York State United Teachers,
Inc.

(197,000)

Thomas Y. Hobart, Jr. President
80 Wolf Road
Albany, New York 12205, USA
Tel. 468-6400

North Carolina Association of

Educators

(48,300)

A.C. Dawson, Executive Secretary
P.O. Box 27347
Raleigh, North Carolina 27611
USA
Tel. 833-3058

Ohio Education Association

(82,068)

E. Wade Underwood, Exec. Sec.
225 East Broad Street
Columbus, Ohio 43215, USA
Tel. 228-4526

Oregon Education Association

(20,000)

Karl H. Ohlendorf, Exec. Sec.
1 Plaza Southwest,
6900 S.W. Haines Road
Tigard, Oregon 97223, USA
Tel. 839-7651

Overseas Education Association

(3,600)

Carl Moore, Exec. Sec.
1201 16th St. N.W., Room 205
Washington D.C. 20036, USA
Tel. 833-4276

Phi Delta Kappa

(60,000)

Maynard Bemis, Exec. Sec.
Eight and Union Avenues
Bloomington, Indiana 47403, USA
Tel. 737-8468

Taipei Education Association

(40,000)

Mrs. Chao Hsiao-May, Chairwoman
8-10, Lane 6, Ching Tien Rd.
Taipei, Taiwan
Tel. 321-2273

Philippine Association of Public

Sec. School Administrators

William Ll. Estrada, President
Ramon Magsaysay High School
España Street, Sempaloc
Manila, Philippines

Taiwan Provincial Education

Association

(59,389)

Shen Shao-yuan, Sec. Gen.
51 East Tsingtao Road, 2nd floor
Taipei, Taiwan
Tel. 32 30 60

Shinano Education Association

(11,365)

H. Matsuka, President
1098 Asahi Machi
Nagano City, Japan

Tennessee Education Association

(43,371)

Dr. Cavit C. Cheshier
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598 James Robertson Parkway
Nashville, Tennessee 37219, USA
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SITU Council of Educational
Research

(188)

M. Duraiswamy, Sec.-Treasurer
95-A, R.K. Mutt Road
R.A. Puram
Madras 28, India

United Federation of Teachers

(76,000)

Albert Shanker, President
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Society for the Promotion of
Education in India (70)

c/o SITU Council of Educational
Research
(see above)

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Raymond J. Smyke, Assistant Secretary

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